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News Sweated...

London

1906

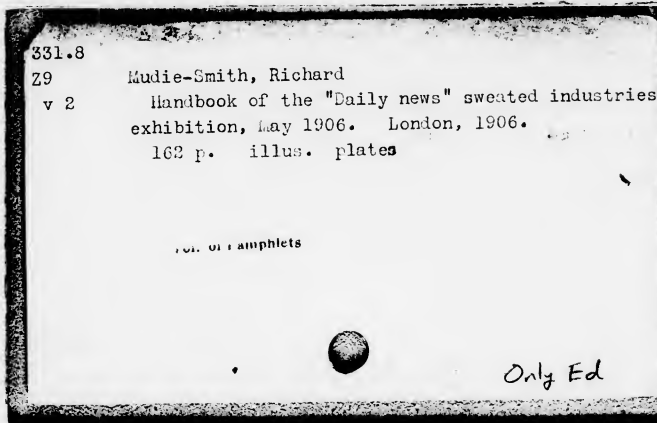
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THE SWEATED INDUSTRIES' EXHIBITION.

THE
DAILY
NEWS



OFFICES.

62,
QUEENS
ROAD.
BAYSWATER
SECRETARY,
MR. R. MUDIE-
SMITH.

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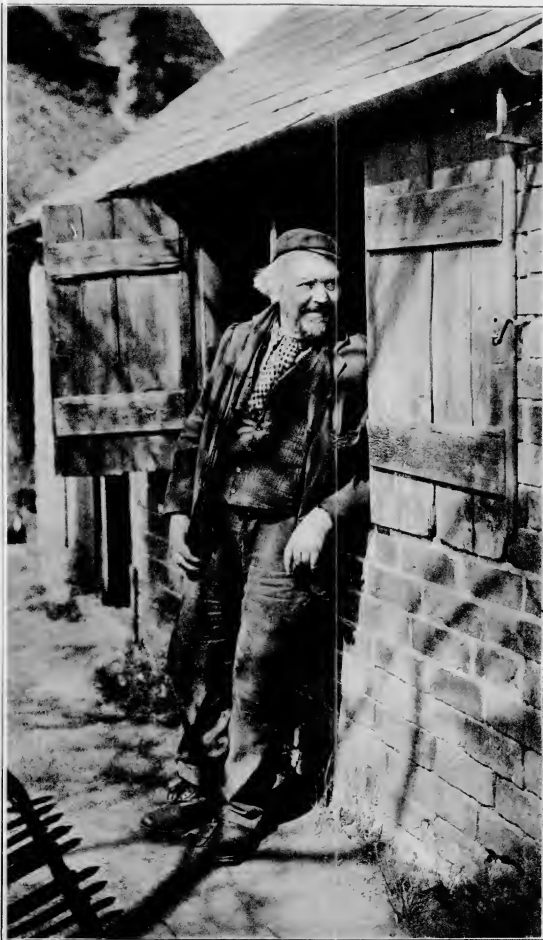
1905

PRICE



7. Hanson Blvd,
Grosvont Lodge,
Grosvont Lodge.

May 2nd 1906.



A BROMSGROVE NAIL MAKER.

[Entered at Stationers' Hall.

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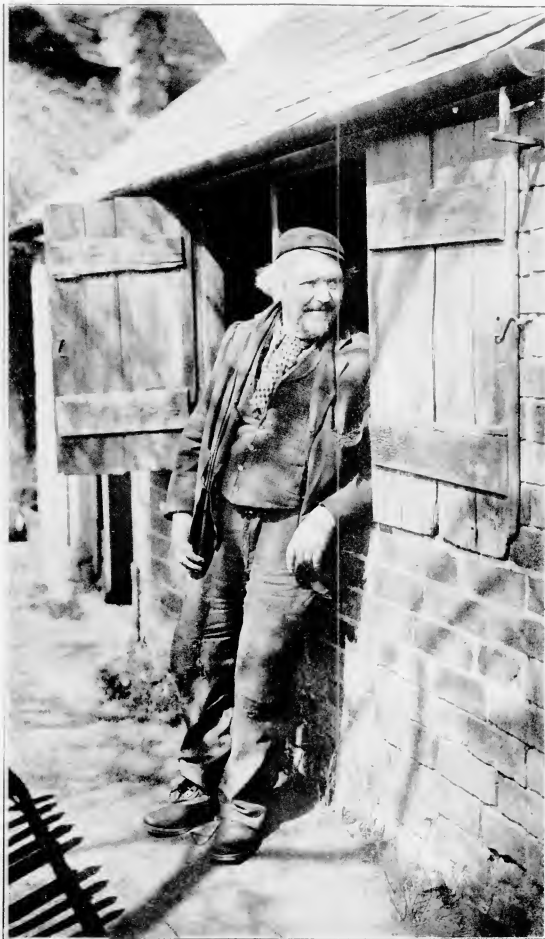
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OF
THE "DAILY NEWS"
Sweated
Industries'
EXHIBITION.

Compiled by
RICHARD MUDIE-SMITH.

MAY, 1906.

LONDON:
Printed by BURT & SONS, 58, Porchester Road, Bayswater, W.
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THE "DAILY NEWS"

Sweated Industries' Exhibition.

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Organising Secretary:

Mr. RICHARD MUDIE SMITH.
Offices: 62, Queen's Road, Bayswater, W.

* The names marked with an asterisk comprise the Executive Committee.

(4)

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LIST OF LECTURES.

— Daily at 3.50. —

- May 3rd—Miss GERTRUDE TUCKWELL,
"Wages and Hours."
- " 4th—Mr. WILL CROOKS, M.P.,
"Cheap Clothes and Nasty."
- " 5th—Rev. J. E. WATTS-DITCHFIELD,
"The Housing Problem and Sweating."
- " 7th—Mr. GEORGE LANSBURY,
"The Effect of Sweating upon the Rates."
- " 8th—Mr. J. RAMSAY MACDONALD, M.P.,
"A Bill for the Better Regulation of Home Industries."
- " 9th—Miss CLEMENTINA BLACK,
"Labour as a Commodity."
- " 10th—Mrs. AMIE HICKS,
"The Evils of Home Industry Work."
- " 11th—Rev. A. L. LILLEY,
"The Responsibility of the Purchaser."
- " 12th—Mr. G. P. GOOCH, M.P.,
"Foreign Methods of Dealing with Sweating."
- " 16th—"SWEATING."—By one of the Sweated.
- " 17th—Mrs. J. RAMSAY MACDONALD,
"American Anti-Sweating Laws."
- " 18th—Mr. HERBERT BURROWS,
"Why and how the Community should suppress Sweating."
- " 19th—Mr. L. G. C. MONEY, M.P.,
"The Root of the Evil."
- " 21st—The Rev. GEORGE HANSON, D.D.,
"Bear Ye One Another's Burdens."
- " 22nd—Miss M. R. MACARTHUR,
"Trades Unionism for Women."
- " 23rd—Prof. G. SIMS WOODHEAD, M.D.,
"Nutrition and Sweating."
- " 24th—Miss B. L. HUTCHINS,
"The Position of Women in Industry."
- " 25th—Mr. G. BERNARD SHAW,
Subject to be announced later.
- " 26th—Mr. H. J. TENNANT, M.P.,
Subject to be announced later.
- " 28th—Dr. LAWSON DODD,
"Public Health and Social Progress."
- " 29th—Miss N. ADLER,
"Children in Sweated Trades."

SWEATED

Home Industries

... will be ...

ILLUSTRATED

each Evening,

At 6.30,

By means of an ...

OXY-HYDROGEN LANTERN.

INTRODUCTORY NOTE.

THE idea of acquainting the public with the evils of Sweating in Home Industries by means of an exhibition originated in Germany. In March, 1904, the first exhibition of articles made by home workers under oppressive conditions was given in Berlin, and the success of the experiment was such as to justify the holding of an exhibition of a more comprehensive character in the early part of the present year. An account of this second effort, from the pen of Mr. H. W. Smith, will be found in Part I. of this book. In May of 1904 the Rev. J. E. Watts-Ditchfield, Vicar of St. James the Less, Bethnal Green, held a similar exposition in a hall attached to his church of the results of sweated labour in his parish, which, notwithstanding its only lasting two days, and being on a small scale compared to that of Berlin, attracted no little attention. The present exhibition has been promoted by the proprietors of the *Daily News*, who on the 22nd of February last asked me to undertake its organisation. Their scheme bore a closer resemblance to the exhibition in Bethnal Green than to that of Berlin, as it comprised not only the exhibition of sweated goods but also of the actual process of their manufacture. It rigorously excluded sweated industries other than home industries, not because the promoters failed to realize the suffering these entail, but because they rightly considered that to attempt too much in an initial effort was to risk the success of the work they believed it was in their power to accomplish provided their whole strength could be concentrated upon it. The members of the Committee wish it to be very clearly and definitely understood that they are not either in this book, or by means of the exhibition, condemning employers of home industry workers as such. They are fully aware that many pay a fair, if not an adequate, wage, and that the conditions on which it is earned do not necessitate excessive hours of toil. The Committee anticipates the aid—not the opposition—of such employers, since the latter are themselves handicapped by the unscrupulous

competitor. Though many underpaid work people are directly employed by large, and, not infrequently, by West End firms, it is the sub-contractor who sweats his employees and, generally, himself. Even in those instances where large and reputable firms employ home workers the oppressor is often the foreman or the forewoman who gives out the work, rather than the heads of the firm themselves. Nevertheless the manufacturer for whom the sub-contractor sweats is the *fons et origo* of the evil, or to speak more accurately, he is the instrument, sometimes the reluctant instrument, of a commercial system which by its very nature involves oppression somewhere: where there is war there must be suffering and death.

Our aims are to acquaint the public with the evils of Sweating, and to cultivate an opinion which shall compel legislation that will mitigate, if not entirely remove those evils. Such legislation does not either necessarily or primarily mean that home industry work is to be forbidden by law; it does mean that it must be *regulated* by law; that if done it shall be done under conditions which guarantee the public no less than the worker from disease.

For my own part I have no hope of any remedy for Sweating which is not a radical remedy. Sweating follows unrestricted competition as naturally and inevitably as pain follows disease. To mollify this particular sore and leave untouched the cause from which it springs is to labour in vain and spend our strength for nought; to divert and not destroy the evil energies which produce it. Competition is selfishness, naked and unashamed, and it loses nothing of its ugliness or balefulness by being organised. So long as we are working with a vicious principle no individual kindness on the part of the employer is, or can be, sufficient to prevent cruelty and injustice. Until we substitute co-operation for competition, Sweating and its kindred woes will continue to thrive with the horrible rapidity and vigour of a poisonous creeper in a South American forest. We are, to change the simile, on the wrong road, and every step we take along it is a step down, as well as a step farther away from the goal. "Each for all, and all for each" will have to supplant "each for himself, and the Workhouse take the hindmost," before Sweating is abolished.

No article in this handbook has been edited; each appears exactly as it was written, save for corrections made by the author in

proof. A much larger and more ambitious work than the present one would be required in order that every sweated home industry might be dealt with; nevertheless a sufficient number is given for the reader to gain some idea of the extent as well as of the intensity of the evil.

Any profits accruing from the sale of this handbook or from the exhibition will be devoted to societies which seek to help the victims of Sweating.

Where so much voluntary aid has been so generously rendered it would be invidious to single out any name for particular mention. The members of the Executive Committee have loyally responded to my importunate demands, and I take this opportunity of thanking them most warmly and sincerely on behalf of the proprietors of the *Daily News*.

The Committee is indebted to Mr. F. G. Haley, the Librarian of the Gladstone Library of the National Liberal Club, for the valuable Bibliography which appears in Part III. of the handbook.

RICHARD MUDIE-SMITH.

62, QUEEN'S ROAD, BAYSWATER, W.

April 20, 1906.



PREFACE.

By GERTRUDE TUCKWELL

(Chairman, Women's Trade Union League).

"WE had no food." This was the defence of a woman imprisoned for pawning part of the material given out to her by her employer. The trousers were to be "finished" for 2d. a pair, and the work comprised the putting on of buttons, the sewing of bottoms, pockets and flies, the women finding needles and thread. "To get food and light" they pawned material, and then, unable to redeem it, went from their "squalid room" to prison.

This is the sort of story which, from time to time finding its way into the public Press, introduces the world which plays to the life histories in the lowest strata of the world which works. For a moment, through such an opening as the newspaper paragraph I quoted affords, we catch a glimpse of existence below the surface of our superficial civilisation, an existence made up of pathetic bewildered lives on which the burden of overwork rests from childhood to old age.

Such glimpses stir the sympathy of the charitable. The Police Court Missionary, or the friendly Newspaper acknowledges donations to be used for the benefit of the sufferer, some of which donations are sent as tribute money by those who acquiesce in an order of things which brings comfort to themselves, while others are prompted by an awakened uneasy sense that a world in which such things happen is out of joint, and that they must lend a hand to set it right. Then other claims intervene and the incident is forgotten and has served perhaps no purpose save the temporary relief of one victim of our industrial system.

But it is not by help to individual instances of suffering, nor by temporary aid, that such evils as these stories indicate can be met, for they are merely infrequent samples taken from a prevailing set of evil conditions. The object of the Exhibition, of which these pages preface the Handbook, is to marshal a considerable number of instances of the rates of pay, and, so far as possible, of the conditions of labour in the lowest ranks of various trades, and to confront the public with them, so that an effect may be produced which will not be transitory, and will lead to the serious consideration of remedies which shall be permanent and which shall embrace

not only individuals, but the whole of sweated labour. This class of labour is that which offers no resistance, and, by the pressure of competition, is forced to a level at which bare subsistence alone can be maintained. Every now and then it descends below that level, and news of "another death from starvation" may find its way to the public ear. The resistance which labour offers to the capitalist is created either by trade protection—that of the Trade Union—or by the State protection, entailing regulated conditions of employment imposed by the law. Therefore the larger class of sweated industry is found among the home workers—too scattered to act together for their corporate interest, and for whom legislative protection exists least, and where it exists is worst administered.

Wages having been forced down to the lowest point, it follows that, to eke out the family budget, every available human being in the home becomes a wage-earner. The aged and infirm, the crippled and the half-witted are pressed into the service, while children toil early and late, often during, as well as after and before school hours, to complete their tale of work, and while we feel the pathos that those who have earned rest, or are physically unfitted for labour, should be forced into the ghastly struggle, the suffering of the children carries with it the stronger appeal for help; for all it is with them that the future lies. "Indoor work . . . in insanitary homes, is generally bad and accounts for many of the pale faces and stunted frames to be found in the schools" says the Inter-Departmental Committee's Report on the Employment of School Children, and one of the cases officially cited, in which four children, aged from eight to ten years, were employed at home from 44 to 50 hours a week in wood chopping after and before school hours, gives point to the remark. How shall we put heart and energy into citizens reared under such conditions as these?

In home work, less perhaps than in any other class of work, does the stated wage represent the amount received. "In the making of women's clothes by starving women in this town," writes one of the Factory Inspectors, "deductions reduce to insignificance any wage that starts by being fair." Cotton and needles and materials, as well as the payment for carrying work to and from the shop, mount to a goodly sum. An unavoidable accident which has slightly damaged the value of the work done may entail its forced purchase by the worker, and the purchase of her work, at 1/11 a mat, may be the fate, for example, of the Matmaker, who has drawn the strands a trifle too tight. Because of the depression and ignorance of these lowest strata of labour, a trade may be found lingering, which, under ordinary and healthy circumstances, would have long since died out as a home industry. Side by side with the elaborate blouses or underclothing, made for a few pence and sold by shop or factory for as many shillings, are trades like matchbox

or tie making or straw plaiting, where prices are depressed, not by the cupidity of the employer, but by a competition with machinery, and a hopeless sacrifice of unproductive labour ensues.

I spoke of the "squalid room" of the woman whose story forms my text. Rent is a terrible item to the dwellers in big cities, and labour such as that of which I speak gets crushed into any cranny or hole. It may be carried on in basement kitchens, in wretched attics, among conditions of dirt and disease. In such homes the hours given to cleaning and tidying are grudged, since they lessen the week's earnings, while a demand on the landlord for repairs or improvement must be avoided as that means a raised rent, and the consequent search for another home. "In some instances," says Miss Vine, H.M. Inspector of Factories, in a Report she made on out-work in 1904, "one room has to serve the manifold use of bath room, laundry, drying ground, kitchen, scullery, bed room, living room, sick room, workshop, and, it may be, mortuary as well. One can only wonder at the patient courageous life, at the ceaseless, tireless energy displayed in the midst of such misery and dirt, in the face of such tremendous odds." She sums up well—but with our admiration for the victim goes also our contempt for the ignorance, the inertia, which permits their sacrifice. That our legislature must have made some attempt to check so great an evil is obvious; that the efforts made have been tentative and fumbling goes without saying. It is well to consider them now.

The evil has been long with us. About eighteen years ago the Government, confronted with the problem and bewildered by it, took that favourite step of Governments in a difficulty, and appointed a Committee of the House of Lords to enquire into the Sweating System. The Committee sat two years, took much invaluable evidence and issued—a definition of the Sweating System. The Blue Books which contain the evidence have long grown dusty on bookshelves, but the definition arrived at by the Committee that "Sweating meant unduly low rates of wages, excessive hours of labour, and insanitary state of work places," pointed the direction in which legislation was needed, and the fumbling and tentative attempts at remedy so far enacted have been directed at these conditions. The attempts at regulating *wages* have been small indeed: they comprise the recently acquired power of the Secretary of State to extend to these home workers, trade by trade, the protection of the Particulars section, so that they can compute when work is given out to them the payment they will receive for any given job. The Truck law has so entirely broken down that a Departmental Committee has just been appointed to consider what is to be done with it, while, so far as the Particulars section is concerned, those trades recommended for its protection in 1902 have not yet received that protection. *Hours of labour* are touched only in Domestic

Factories or workshops where, if children and young persons are regularly employed, certain periods of hours are specified, but owing to the complication of the law and the difficulties of inspection, it is almost impossible to enforce them. There is also the much evaded regulation by which those who have done a full day's work in factory or workshop are forbidden to take work home to do there. More attempts have been made to fight *insanitary conditions*, and in this direction the local authority has much power to deal with dilapidation and dirt.

In certain trades the employer must keep and furnish lists of out workers for the convenience of local authority and factory inspector, and to the former have also been given powers as to the prohibition of the giving out of work. This sounds well, but the powers are vague, and, leaving many loopholes of escape from action for a dilatory or apathetic local authority, result, save in the instance of one or two active authorities, such as Glasgow, in the accomplishment of little.

Those into whose hands this catalogue will fall, will see the Sweated Industries' Exhibition, and realise that these forty workers, at one penny or twopence an hour, are typical of hundreds of thousands of their fellow citizens, and that, under circumstances of squalor and privation, impossible to depict in such an exhibition, they are creating things necessary for our convenience or amusement. Visitors will have realised also that the sin of such employment lies at our door. The time was when people hugged themselves in the delusion that this condition of things was caused by the introduction of middlemen who doled out the work and consumed the profits. This idea has been discredited by the Committee itself, by every tract and pamphlet since issued, and by the investigations of such bodies as our Christian Social Union or the Women's Industrial Council. We find that, except in certain instances, such as those for example of the agents who transmit the work in parts of Ireland or in the South of England, no one interposes between the employer and the worker, and that the sweater is in fact ourselves. "The sweater," says Mrs. Sidney Webb, "is the whole nation," for employer, shopkeeper, and purchaser all contribute to create and keep alive the system I have described, and our guilt is not only that which attaches to the passive tolerance by us as citizens of any wrong or suffering in the state, but amounts to active, if ignorant, participation in oppression.

Sometimes this participation is of a very definite character and is carried on under the guise of Charity. The homeworkers' struggle is rendered more acute by the competition with goods produced under favoured conditions and subsidised in institutions. The underselling thus arrived at is peculiarly mischievous, and this amateur method of partially supporting Homes, Institutions, or Societies by underselling ordinary labour, cannot be too strongly condemned.

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Those into whose hands this catalogue will fall, will see the Sweated Industries' Exhibition, and realise that these forty workers, at one penny or twopence an hour, are typical of hundreds of thousands of their fellow citizens, and that, under circumstances of squalor and privation, impossible to depict in such an exhibition, they are creating things necessary for our convenience or amusement. Visitors will have realised also that the sin of such employment lies at our door. The time was when people hugged themselves in the delusion that this condition of things was caused by the introduction of middlemen who doled out the work and consumed the profits. This idea has been discredited by the Committee itself, by every tract and pamphlet since issued, and by the investigations of such bodies as our Christian Social Union or the Women's Industrial Council. We find that, except in certain instances, such as those for example of the agents who transmit the work in parts of Ireland or in the South of England, no one interposes between the employer and the worker, and that the sweater is in fact ourselves. "The sweater," says Mrs. Sidney Webb, "is the whole nation," for employer, shopkeeper, and purchaser all contribute to create and keep alive the system I have described, and our guilt is not only that which attaches to the passive tolerance by us as citizens of any wrong or suffering in the state, but amounts to active, if ignorant, participation in oppression.

Sometimes this participation is of a very definite character and is carried on under the guise of Charity. The homeworkers' struggle is rendered more acute by the competition with goods produced under favoured conditions and subsidised in institutions. The underselling thus arrived at is peculiarly mischievous, and this amateur method of partially supporting Homes, Institutions, or Societies by underselling ordinary labour, cannot be too strongly condemned.

We turn then to the suggested remedies. There are many who urge that a system of preferential dealing, and of boycotting ill-paid goods commends itself to them as a piece of personal service, as something that they individually can do. It is truly well, where one becomes aware that goods have been made under bad conditions and for insufficient pay, to avoid their purchase, but no voluntary system such as this can really meet the sweating evil. Lists of fair shops are a thoroughly illusory recipe. With all the ramifications of modern industry, it is impossible to cope, at the end of the scale represented by the retail salesman, with a deep-seated trouble: we must get at the other end and protect the workers themselves. And as they suffer through the action of the whole nation, so they must be protected by its action. The laws protecting the home worker must be so developed and administered that this protection shall be as efficient for the tie maker who works in one room as for the textile operative among the clanging machinery of a northern mill.

We claim for honourable labour, wherever carried on, proper conditions of employment, and an adequate reward. This reward in the case of the textile worker of whom I have spoken, is secured by magnificent organisation. The home worker, scattered and oppressed, is incapable of organisation, and a living wage must be secured for her by other means. One of the points which strikes as most, in investigating the conditions of the home worker, is the varying rate of pay given by different firms for the same work. Just as the pay of one employer may be a $\frac{1}{2}$ d. an hour more than that of another, so prices may be varied arbitrarily in the same firm with no relation to the market rate or to anything except increased profits. I will quote as an example the gradual lowering from 9d. to 5d. of the pay for making elaborately strapped and stitched skirts by a firm which is obviously becoming increasingly prosperous. These discrepancies in pay, governed here mainly by the greed or the kindness of individual employers, are in some Colonies dealt with by law, and the instance which always appears to me to be most applicable to our own condition is that which obtains in Victoria. By this plan, a Committee of Employers and Employed in a given trade is officially called into existence; its members meet and thresh out their trade difficulties and decide on a given rate of pay, subject to a revision according to the changes of the market. The last report of the Victorian Chief Inspector is well worth attention. From it we find that there are thirty-eight Boards at present in operation, and that these determine rates of pay in such industries, among others, as those which represent our sweated trades, *i.e.*, clothing, underclothing, dressmaking, shirt-making, fruit preserving.

The Clothing Board has raised the rate of wages $\frac{1}{2}$ a week for each employee; the Shirt Board has, since its inception, gained an

average increase of $\frac{1}{3}$ a week for each worker in the trade; the Board regulating wages in the jam trade, a rise of $\frac{1}{5}$ a week. The effect of the recent adoption of a Wages Board for the dressmaking trade is still more interesting. It was found, on investigation, that girls working eight or nine years at the trade were earning, in many instances, a weekly wage of only a few shillings. The rates are now fixed, so that after five years' service a dressmaker must receive a minimum wage of 16/- a week, and though in many cases this raised the pay received by as much as five or six shillings, the reports of the inspectors point to the fact that the trade has settled down without difficulty to the change, customer and employer alike benefiting by the increased efficiency of the workers which shows itself when the receipt of a living wage enables them to command additional food and comfort.

It is good to note that, according to the last report, the initial difficulties in working the scheme seem to have disappeared; "the Determinations appear to be well observed, and the Department has now comparatively little difficulty in enforcing the rates fixed by the Boards."

The Women's Trade Union League has long advocated the adoption of some such plan in our own country. What is needed is the joint consideration of the best workers and the best employers in the sweated women's industries, to study the market rates and decide on the highest rate of pay admissible. Why should not such a board be started in some selected trade? If the result of experiment in, say, the sack-making industry, was to raise wages one shilling or even sixpence a week, this would mean a substantial improvement for workers who earn fivepence to sevenpence a day, and it is unnecessary to lay stress on the incidental value which would attach to the organisation and knowledge of the trade thus gained. A Wages Board Bill, intended for these feeble trades, has been for some years introduced by Sir Charles Dilke at our request. It is modelled on the Victorian scheme, and has a memorandum stating that the widest discretionary power would be left to the Board as to fixing time or piece-work rate, and as to varying that rate according to the class of persons employed.

Next to the "unduly low rates of wages" which characterise sweating, came, in the House of Lords definition, "excessive hours of labour," and here the imagination of Reformers has failed to see a way. How, in the thousands of poor homes to which work is given out, is the regulation of hours to be devised or enforced? Already in the domestic workshops,—the place where children or young persons, members of the family dwelling there, have a legal limit placed upon their hours,—it is found impossible in practice to enforce it; and to legislate further for the regulation of hours in the home would be to pass a stillborn law. This is one of the facts that induce many of us to welcome the modern tendency to con-

concentrate work in factories and workshops. Here the responsibility of the employer for the conditions under which work is carried on is beyond challenge, laid down by excellent laws, and enforced by comparative ease of inspection with the strong pressure of public opinion which publicity brings.

Hidden away in the holes and corners of our cities, homework is susceptible of no such influences, and the giver-out of work escapes his obligation to those he employs, for it is a survival of different labour conditions, and has really no place in healthy, modern, industrial life.

For the last point of the Lords' definition, the "insanitary state of the workplaces," far more is proposed and far more can be done. One of the suggestions made before the Committee and urged by Mr. Oram, ex-Chief Inspector of Factories, was for the compulsory registration of all places where work is carried on, and this in an extended form, modelled on precedent found to work successfully in some of the states of the American unions, forms the chief point urged by the Women's Industrial Council. By this means it is proposed to penalise the employer who gives out work to any save those who can show a certificate from the Factory Inspector that their home is one suitable for the purpose, the certificate to be revoked if there is a lapse from a proper standard of sanitation and ventilation. Other proposals, the logical development of our present factory and workshop law, are embodied in the Model Bill introduced by Mr. H. J. Tennant. The principle on which the law which safeguards our code is based is that the occupier or employer is responsible for the conditions under which the work is carried on, and it rests on him to see that these are healthy—that rooms are not overcrowded, that the air is pure, that all that makes for decency and health is present. The proposals of Mr. Tennant's Bill are to extend this protection to the home into which work enters, so that if for his convenience the employer gives work to be done outside his workshop, he shall see that proper conditions for carrying on the work obtain there also. In the home, as in the workshop, the Inspector of the Local Authority is to enforce the amended law, and if the local authority fails in its duty another authority comes into play. If the sanitation of the workshop be neglected, the Factory Inspector, by virtue of his supervisory control, interferes, and so it is proposed that in the home, if the local authority be found defaulting, the Factory Inspector shall have power to act. Here we shift from the shoulders of the already over-burdened out-worker to those of the giver-out the responsibility for the condition of the place in which the work is done, and provide that wherever work goes, there goes with it efficient inspection and control. I say efficient, but in this matter of administration, just as in the initial agitation to obtain complete regulation, the onus must rest upon ourselves. As

the initiation of new laws is the result of an awakened public opinion, so their enforcement is in proportion to our watchfulness and keenness. The absence of effective bye-laws and the sluggishness of many local authorities reflect the absence of municipal life in a town, just as the unequal incidence of our laws protecting the worker have reflected the sluggish state of English public opinion on questions affecting the nation's life.

We look to this new Parliament to give the strong remedial measures which the country needs, for there men have found a place where they can speak at first hand of the wrongs and suffering borne by those who form the lowest strata of our people. But those measures will depend for their enforcement on ourselves. The nation which has the best laws is by no means necessarily that in which the best conditions prevail, since for adequate administration are needed citizenship and public spirit. We have much to retrieve, and it remains with us to work individually and collectively—first to agitate for adequate laws, and then to watch over their administration. It is only by so doing that we can wipe out the reproach of the words I have quoted—"the Sweater is the whole Nation."

THE GERMAN HOME-WORK EXHIBITION, BERLIN, 1906.

By H. W. SMITH.

THE idea of holding in London an Exhibition of work produced under sweating conditions in the homes of the workers is frankly borrowed from the authors of the similar exhibition in Berlin in the early part of the present year. It is not unfitting, therefore, that in the present volume should be included some account of the aims and the organization of this latter exhibition and of the hopes based upon its undoubted success. The German Heimarbeits-Ausstellung was opened on January 11th. It had been preceded in 1904 by a modest effort of the same kind in connection with the Congress for the Protection of home workers. This had attracted so much attention that it was decided to extend the idea so as to include as far as possible in a second exhibition every class of home industry in the country. The work of organization was undertaken by the Bureau für Sozialpolitik which had the effective co-operation of the Trade Unions, various Women's Unions, and of many Social Reformers. There were some difficulties. The wide area covered necessitated much correspondence and expenditure of much time,

and it was found that many of the workers declined to send articles for exhibition owing to fear of the employers. Without the Trade Unions, says Dr. von Wiese, nothing could have been done. It was mainly through their agents in the industrial centres that the objects to be shown were obtained, and it was they who issued the admirable case papers, which, filled in by the workers themselves, formed the data for the handbook to the Exhibition. This handbook, while it served at the time as a guide to visitors, will remain a valuable work of reference in the hands of German Social Reformers and legislators.

The outlay in connection with the Exhibition appears to have been not great. No attempt was made, as is being done in the case of the present exhibition in London to bring the workers from their homes. The Government lent the old Academy of Arts in the heart of the city and except for the payment of a cashier and three supervisors, all the work was done gratuitously. The price of admission was 3d., but members of Trade Unions were admitted free. The exhibits were set out so as to illustrate successive phases of their making and a card with each gave the hard startling facts in regard to the particular worker's pay and hours and conditions of labour. Officials of the Trade Unions lectured at intervals, and pamphlets and other printed matter bearing upon the various branches of home work concerned were placed at the disposal of the public. Every possible means was taken to drive home the facts to the mind of the visitor. The Committee worked for permanent effects.

The handbook prepared by Dr. Cl. Heiss and Dr. A. Koppel well illustrates the wide scope of the Exhibition and the various nature of the work shown. The many categories of workers represented include shoemakers and leatherworkers; gilders; metal workers of all classes from smiths to the makers of metal toys; tailors and tailoresses; laundry workers; textile workers; glove makers; porcelain workers; tobacco and cigar makers; hatters and felt workers; artificial flower makers; bookbinders; doll and toy makers; basket makers; wood carvers; clock makers; button makers; walking stick and umbrella makers; and others. On the case papers issued by the Unions, their members were asked to fill in particulars of (1) working time per piece or set, (2) price paid per ditto, (3) average earnings per hour, (4) price paid for the same work in the factory, (5) outlay by the worker, (6) nett earnings per hour (7) nett earnings per week for an average given number of hours daily, (8) price of the raw material, (9) wholesale price of the article, (10), price retail, (11) age of the worker, (12) number, sex and age of fellow workers (a) of the same family and (b) not of the same family, (13) notes on the payment of these, (14) is the workroom used (a) as a bedroom, (b) as a kitchen or (c) as both? (15) notes on the condition of the home, number of rooms, size, etc.

These 230 pages of tables are, taken as a whole, a dispiriting record of underpay and overwork. Behind them hover dimly the drawn grey faces of women, faces that have never laughed, the faces of children with sad eyes, and flat cheeks and little shrunken figures. We are warned nevertheless that the impression conveyed by these lists will probably be more favourable than the facts would justify. There is generally a reluctance on the part of the worker to admit the *worst worst*. Moreover the considerable time often lost in fetching and returning the work is not counted, and nothing, naturally, can be reckoned for wear and tear of, for instance, sewing machines.

As might be expected, it is at Berlin that one finds the highest average of wages, but here, as apparently throughout the country, there are surprising variations in the price paid for the same kind of work. Perhaps the lowest prices are touched in the cheap clothing trade. Three cases which figure consecutively at the head of the list furnished by the Union of Tailors, Tailoresses, and Allied Workers may be noticed. In case No. 1 the worker, a male aged 48, is engaged on boys' waistcoats, each one of which occupies him $3\frac{1}{2}$ hours. He is paid at the rate of 40 pfennige³ per waistcoat, but from this must be deducted 10 pfennige for thread and etceteras. His net earnings per hour work out at 8 $\frac{1}{2}$ pfennige and by working 14 hours a day he is able to earn 6 marks 48 pfennige per week. In the second case the weekly earnings of a male worker—also 48 years of age, amount to 8 marks 82 pfennige (say 8s. 10d.). In the third a man of 58 is used to work 17 hours per day for a weekly wage of nine shillings. All these cases are from Aschaffenburg.

In other branches of homework payment is often as low, or even lower. Among the toymakers one finds three pfennige given as the price of an hour's work. A family working together average $4\frac{1}{2}$ pfennige per hour per head. Here dolls' houses, wooden horses, leaden soldiers and the like are turned out by the aid of children who, sometimes at the age of five, have already been robbed of the child's pleasure in such objects, and learned to regard them rather as the instruments of their own torment. Some of these little ones work nine hours a day. The earnings of one such averaged $1\frac{1}{2}$ pfennige an hour. The wrapping of the bon-bons which delight the world's children at Christmas, is paid for at the rate of 5 pf. an hour. Makers of cheap clocks in the Black Forest can earn from 15 to 20 pf. an hour. One of the specimens of wood-carving sent from the Oberammergau District was a hanging figure of Christ. Working together, man and wife completed it in seven hours. They were paid for it at the usual rate—1 mark. That is to say, 7 pfennige each per hour.

The facts brought to light created a painful impression in Germany. The Empress was among the visitors and was shocked at what she saw. So were the many members of the Reichstag

and other visitors interested in industrial conditions. It seems likely that the demand for reform, which has been greatly quickened by the exhibition, will now be made effective. The points aimed at are the compulsory registration of home-workers, the extension to them of the provisions of the Workmen's Insurance Law, and the extension of the particulars clause to all piece work. Action is to be taken at once on these lines, and will everywhere be watched with sympathetic interest.

100 pfennige = 1 mark.
1 mark = 1 shilling.

SUGGESTED REMEDIES.

By CLEMENTINA BLACK.

THERE are certain evils to which home-work is by its very nature more liable than is work carried on in a factory or workshop.

These evils are: (1) excessive hours; (2) unsuitability of work-place; (3) the employment of child labour; (4) low pay.

I. Of these evils it is pretty clear that the first (excessive hours of work) cannot be remedied by any application of legal restrictions. It is not possible to conceive a system of inspection that could succeed in regulating the times of work of isolated workers in private houses. On the other hand it may fairly be assumed that workers who are earning a sufficient wage per hour to support themselves comfortably, will not put themselves to the fatigue and discomfort of working—in their own picturesque phrase—"all the hours that God sends." If therefore the fourth of these evils (low pay) can be remedied, the evil of very long hours will, in practice, remedy itself.

II. As to the second evil (unsuitability of work-place), the law might do and ought to do something more than it does. A Bill intended to deal principally with this evil was prepared, some two or three years ago, by the Women's Industrial Council of London, in conjunction with the Scottish Council for Women's Trades. Last year's copy (printed March, 1905), bears among the names of its supporters those of Mr. John Burns and Mr. Fenwick.

The central principle of this Bill is, that dwelling places in which work "in any trade or industry" is done, shall be places certified by an inspector as "suitable for the purpose and properly equipped with means of ventilation." Employers would be forbidden to give out materials for work, except to persons producing a

certificate, which certificate would specify the particular abode, and would also mention the maximum number of persons "authorised to be in any room on the premises named, in which work is carried on." The certificates would last for six months and would be renewable; and in order to avoid the hardship of delay, there is a provision for the granting of an interim certificate.

The benefits expected from such legislation are of a two-fold kind. In the first place, high rents could no longer be derived from the letting of cramped, dilapidated and unsuitable premises, whose only merit consists in proximity to the places from which work is given out, and to which it must be carried back. At present the homeworker has to content himself, or herself, with any room, however bad its condition, that lies near enough to save time and fares. Under the new regulations, he or she would be able—would, indeed, be obliged—to refuse rooms for which a certificate could not be obtained; and landlords in certain districts would find themselves unable to let—even at reduced rentals—rooms that fell below a certain standard of space, cleanliness and airiness.

In the second place, that risk to the consumer, which unquestionably arises when such articles as garments are manufactured in very dirty or infectious places, would be appreciably lessened.

III. No person acquainted with the poorer phases of home-work can fail to be aware that child labour is one of its characteristic features. When a mother is being paid at the rate of a penny to twopence an hour and sees her children hungry, the temptation to add a few more pennies by setting the children to work grows overwhelming. This temptation is a fruitful cause of absence from school, and a cause, even more frequently, of prolonged labour after and before school hours. It is in many cases hardly possible to blame the parent; yet it remains true that the practice is suicidal. The same pressure that leads to the employment of the children, presently leads, in a slack time, to the acceptance of yet lower pay for the sake of securing work. The poorer the worker the less possible is resistance to any reduction in pay. Thus by-and-by mother and children working together come to receive no more than did the mother working alone. The employer—and eventually in all probability, the public—has in fact obtained the labour of the children without extra payment. To such an extent has this process been carried, that in the worst paid branches of home-work, subsistence becomes almost impossible unless the work of children is brought in.

This evil would, it is hoped, be in some degree checked by those provisions of the Bill described above which fix a maximum number of persons to be at work in any certificated place. But in its essence this evil is really but a part of the deeper seated evil of under payment. While there is always a possibility whenever home-work is carried on that children may be set to work, the danger of their

being kept at work for very long hours, and to their own lasting injury is only really serious where the pressure of poverty is extreme. The real cure for the labour of children lies in the adequate payment of the labour of parents.

IV. The fourth and infinitely the greatest evil to which home-work is especially liable is that of low pay. Many causes conduce to it; but the fundamental cause is the tendency, inherent in a competitive commercial system, to press down the wage-worker to the lowest level of subsistence. No remedy for low pay can be really effectual except in so far as it checks the course of free competition. And here it may be well to point out that, although the terms are apt to be confused, free competition is not the same thing as free trade; and that persons who, for instance, reproach trade unionists with inconsistency in supporting free trade, have altogether misunderstood the real terms of the problem.

The checks upon competition, by which the lowering of wages in this country have been hindered, are of a four-fold kind: (a) association and organisation; (b) the enforcing by law of certain standard conditions; (c) the absolute need, in some industries, of a high degree of intelligence in the worker—a quality incompatible with a very low standard of life; (d) a growing sense of public duty.

(a) Working people, through their trade unions and their co-operative societies, have again and again successfully resisted, as no isolated worker can long resist, the tendency towards a constant reduction in the share of profits received by labour, nor have there been wanting either individual employers or associations of employers sufficiently enlightened to understand the advantage of dealing with intelligent, self-respecting, contented work-people. Such employers have not only been willing themselves to pay the necessary price, but have often been active in resisting the endeavours of rival employers to reduce the general rate of pay.

(b) The enforcement by law of a certain sanitary standard and the legal limitation in certain cases of hours worked, have had a similar effect. They have not, indeed, prevented the wages of the most helpless workers from remaining at the subsistence level; but, in the trades to which the Factory Acts apply, they have at least caused these wages to be received for a week's work of 58 hours, instead of being earned by hours stretched to the utmost limit of endurance; and they have secured, for most factory workers, workplaces at least moderately clean, airy and comfortable. And in so far as they have effected these things, legal regulations have tended, not only to diminish hardship and discomfort to workers, but also to make of them better citizens, and thereby to raise the intrinsic value of their work.

(c) There is a certain high level of skill or intelligence or character, the demand for which is very much greater than the

supply, and the need for which is in some industries absolutely imperative. Men and women who attain to this level are, practically speaking, possessors of a monopoly, and are able to secure a monopoly wage. Their number might be multiplied a hundred-fold without any danger of lowering their payment, because the existence of such people in sufficient abundance tends, more surely perhaps than any other factor, to the development of new and profitable industries. In this direction therefore lies a means of remedy. Every worker lifted from the great mass of the unskilled and uneducated is not only himself the better, but helps, by the removal of his own competing pressure, to make the struggle of life a little easier for the many unskilled who are left behind. Trade schools, intelligent methods of education, evening classes, clubs for boys and for girls, the influence of wise and enlightened employers and foremen, may do very much towards this desirable transformation, which would also be greatly assisted by an increase of knowledge and foresight on the part of parents, when choosing an occupation for their boy or girl.

(d) But perhaps the most hopeful check to unlimited competition lies in that growth of a public conscience which is so marked a feature in English life of the last eighty years or so. Thus Lord Shaftesbury and his colleagues demanded shortened hours and healthier conditions, not because they perceived that English industry needed a good class of workers, but because their hearts and consciences revolted against the hardships and sufferings endured by their weaker compatriots; and thus, at the present moment, the public conscience is uneasy upon the subject of the unemployed, and upon the subject of underfed children. In like manner a feeling is growing that there is something discreditable in paying to a worker wages inadequate to support that worker in health and in decent conditions. Some of us may perhaps live long enough to witness such a development of this sentiment as will make the payment of twopence-farthing a gross for the making of match-boxes appear to the general public no less shocking than the holding of slaves appears to most English people to-day.

One form in which this uneasiness has shown itself has been the "Consumers' League." The aim of such an association is to check unlimited competition not at the point of manufacture but at the point of sale; and the central motive has been the desire of purchasers to make their individual purchases promote not the suffering but the welfare of the producers. The method adopted was that of dealing with firms certified, after investigation, as dealing 'fairly' with their employees. The difficulties, however, of carrying out this method into all the ramifications and complexities of modern production are, in practice, enormous. In England the scheme failed; partly perhaps because its promoters were persons, neither rich nor conspicuous, whose custom did not loom large in the eyes

of vendors. In New York, where the Consumers' League is supported by ladies of wealth and influence, it has been more successful; and the movement is now being copied, with some enthusiasm apparently, in France. It is possible that the attempt, if renewed in England at the present time, and if headed by wealthy and well-known people, might be able to produce some direct results, and might, in any case, become a valuable instrument of education. But that a Consumers' League could, in the present stage of social progress, completely fulfil its aims seems impossible. At a later stage of development, when the workers, being better organised and educated, become able effectively to support it, such a league might conceivably become a very powerful agent. The fact that it is the most direct expression of the consumer's uneasiness of conscience makes its re-appearance probable.

To this uneasiness of conscience, which is a feature of nearly all modern social endeavour, it is very necessary to add knowledge. The desire of remedying wrongs, when it is at the same time zealous and ignorant, may not only fail to cure but may actually aggravate those wrongs. The old English Poor Law and the indiscriminate giving of alms are familiar examples. Endeavours to remedy the terrible and crying evil of under payment may easily do no less harm unless they rest upon a recognition that the true cause of the evil is that injustice of distribution which is inevitably brought about by the free course of unrestricted commercial competition.

LEGISLATION AND THE SWEATER.

Sir CHARLES DILKE'S WAGES BOARDS BILL.

By L. G. CHIOZZA MONEY, M.P.

What can the legislature do to help the sweated worker? That question must have occurred to the minds of all those who have visited the present Exhibition.

One very good answer is given by the Wages Boards Bill introduced in the present session of Parliament by Sir Charles Dilke. Unfortunately, it has no chance of becoming law this session, for there will be no time for its discussion, but we are entitled to hope that the Government will in a succeeding session either assist its passage through the House or frame a similar measure of their own.

The object of the Bill is to provide for the establishment of Wages Boards having power to fix the minimum rate of wages to be paid to workers in particular trades. The Bill runs :—

"The Secretary of State (for the Home Department) may, if he thinks fit, on application being made and on inquiry being held as hereinafter provided, direct that a Wages Board shall be appointed."

Discretion is thus left to the Home Secretary, so that, at all events in the first place, Wages Boards need only be appointed for what is commonly called "sweated industries," that is, industries in which outworkers or home workers are chiefly employed, and in which the rates of remuneration are low.

The machinery would be set in motion under the Bill by an application for the appointment of a Board. The Act runs (Clause 2):—

"Application for the appointment of a Wages Board for any trade in any district may be made to the Secretary of State by any Trade Union or Trades Council which represents persons employed in the trade or the district, or by any six persons who are either employers of labour or employed in the trade in the district."

Thus any six sweated match-box makers, for example, could make formal application for an inquiry. The Home Secretary "must" then cause an inquiry to be held, and "may," upon the results of the inquiry, appoint a Wages Board.

The Wage Board, it is provided, would consist of a Chairman and from four to ten other members. The "other members" would be equally drawn from representatives of employers and employed in the trade in the district. The Chairman would be chosen by the other members.

Now as to the minimum wage or rate of payment. The Wages Board would have power to fix a minimum rate for any single kind of work or for any single class of workers in a particular trade. They would have the widest discretion as to fixing a time rate or a piece-work rate, and as to varying the minimum according to the kind of work and the class of persons employed.

The Bill defines offences and provides for penalties. As to offences it says:—

(1) Where a minimum rate of wages is established in any district for any class of persons employed in any kind of work in any trade, any person carrying on business in the district who pays or offers wages, or on whose behalf wages are paid or offered, at a lower rate than the minimum, to any person of that class employed by him in that kind of work in that trade, shall be guilty of an offence against this Act.

(2) If wages are paid or offered by time where the minimum rate established is calculated by piece-work, or if wages are paid or offered by piece-work where the minimum rate established is calculated by time, the wages shall be deemed to be paid or offered at a lower rate than the minimum.

With regard to penalties,

Any person guilty of an offence thus defined would be liable on summary conviction in case of a first conviction to a fine of not less than *one pound* or more than *five pounds* for each offence, and in case of a second or subsequent conviction within *two years* from the last conviction to a fine of not less than *two pounds* and not more than *twenty pounds* for each offence.

The enforcement of the decisions of the Wages Boards would be entrusted to H.M. Factory Inspectors.

The Factory and Workshop Act might well be strengthened in regard to the employment of "out-workers" on the lines of a Bill introduced by Mr. Tennant and others in the Session of 1905. The first clause of this Bill proposed to treat the homes of out-workers as though they were workshops, so far as concerns the provisions of the Factory Act and Public Health Act. It also proposed to make the giver-out of work responsible for the sanitary condition of the places to which his material is taken. The necessity of this will be apparent when it is considered that sweated work is often done in the most unhealthy and disease-infected rooms. The glove-box or match-box in the reader's possession may have been fashioned in an evil-smelling room of about 400 cubic feet capacity, tenanted night after day by five or six people.

It has also been suggested that all persons engaged in home industries should be registered and certificated, and that it should be made unlawful for an employer to give out materials to any out-workers not in possession of a certificate. The certificate would be issued by a Factory Inspector, and would be in such a form as to ensure that the work was done under decent conditions in a sanitary workplace. Such an enactment would obviously make it impossible for many of those who now carry on sweated industries to continue their employments under present conditions. The minimum of subsistence would in effect be compulsorily raised, and the sweaters compelled to recognise the higher standard enforced by the law. To combine such certification of home workers with the Wages Boards idea would undoubtedly be to make the worst forms of sweating impossible, and to raise the standard of life of the workers concerned.

A BILL FOR THE BETTER REGULATION OF HOME INDUSTRIES.

By Mrs. J. RAMSAY MACDONALD.

The Bill which has been introduced for several Sessions in the House by Col. Denny, at the request of the London Women's Industrial Council and the Scottish Council for Women's Trades, and which will be reintroduced after the publication of the information regarding out-workers which the Government is now collecting

is not expected to do more than obviate some of the evils attendant upon home work. It only directly attacks the sanitary side of the problem, but by setting a standard in any one particular, below which conditions may not fall, one indirectly raises the minimum standard all round. The worker who secures a license secures with it a certain status; it is not worth her while to get one unless she means to work with some regularity; and with a higher standard of cleanliness and comfort there will come in time a demand for higher wages in return for work done. Unless we insist upon some tangible proof, such as an official license affords, that the worker has been visited before he or she can get work from an employer or contractor at all, we shall never follow the shifty population of thousands of home-workers, many of them working for sub-contractors and sub-sub-contractors, who at present never get upon the list of out-workers or come under public inspection at all.

Those of us who advocate the issue of licenses as the most effective way of ensuring inspection of these domestic work places can point to experience of the system extending over many years in the United States of America. Mrs. Amie Hicks was the first member of our Council to see these experiments, as they were first introduced in Illinois by Mrs. Florence Kelly (the Factory Inspector in that State, now Secretary of the U.S.A. Consumers' League). In 1897 my husband and I visited the States, and in Boston and Philadelphia had the advantage of visiting home workshops with inspectors who were carrying out exactly the system of licensing which was afterwards incorporated in the Council's Bill. In certain trades, always including the clothing trades, any worker carrying on work in his or her private dwelling must show to the employer from whom the work is taken out a license, certifying that the home is kept in a clean and suitable condition, and is not overcrowded. The punishment falls upon the employer if work is given out without the production of a license; the worker is not punished except by the loss of work. At present, laws based on this principle are in effect in Massachusetts, Pennsylvania, Maryland, Michigan, Wisconsin, New Jersey, and two or three other States, whilst New York has recently altered its regulation about the license by demanding that each tenement building shall be licensed as a whole before work may be carried on there. We shall watch the results of this latest experiment with interest, but, meanwhile, we have ample evidence in official reports and in the gradual extension of the system from one State to another that the licensing plan is useful in checking the evils of sweating in poor and crowded dwellings. In 1897 my husband and I were convinced by the very simple testimony of our eyes, and above all of our noses; tenements which were licensed were clean and sweet, though poor; across the same street we would come upon a block which it was unpleasant to go near, but in that block we found no industries

carried on, for the inspectors would grant no license. Certainly I have visited in England during the past few weeks homes where clothes and other articles of common use were being made which no inspector with a sense of smell could have licensed as being kept in wholesome condition, and I have wished that we had in force in this country that automatic method of ensuring a visit from the inspector to premises where such work is carried on.

ARTIFICIAL FLOWER MAKING.

By THOMAS HOLMES.

ARTIFICIAL Flower Making is one of the most interesting of London Home Industries.

It is also one of the worst paid. Great skill and a natural aptitude, combined with intense application, will enable a worker to earn twopence per hour. Few workers, however, combine all these characteristics, so three-halfpence per hour may be considered a liberal average of the earnings of the ordinary home-worker, though many fall below this standard.

Physical strength and endurance play no unimportant part in making of roses and other flowers, whose petals have to be subjected to great pressure that they may assume and retain the requisite concave form. This is necessary that the flowers may present a natural appearance, whether it be bud, half-blown, or full-blown flower.

The worker obtains from the factory all the material for flower making, excepting gum, paste, or glue. These consist of spiral coils of thin wire, which has to be drawn and cut into suitable lengths; a special kind of paper, which has to be cut into various strips, and wrapped tightly round the wire to form the stem; little rubber tubes to slip over the wire stem to give the necessary gloss and thickness for the stalk of the flower; petals flat, hard, and dry, in cakes that have been stamped out by machinery at great pressure; and little green things made of composition that represent the calyx of the flower.

Drawing and cutting the wire is not altogether pleasant, for the thin wire is liable to cut the hand, unless the worker is well protected. But shaping the petals is really hard work. Sitting hour after hour at a table, a stiff rubber pad in front of her, a small gas stove beside her, in which she warms her steel tool, the worker proceeds to separate the cakes of petals, and subject them all to pressure of the warm tool upon the rubber pad until they assume the necessary contour.

This work makes a great strain on the wrist, the arm, and the chest. Having her stems ready to hand, her thousands of petals are pressed, her paste or dextrine pot handy, the worker now proceeds to flower-making.

The centre of the flower is first made; for upon this the whole flower is built. In the creation of the centre the skill of the artist is apparent, for this gives the character of the flower. This centre is firmly fixed on one of the wire stems, the under side being coated with paste that the petals may adhere to it. One by one sufficient petals are added, the calyx is slipped along the wire stem and firmly glued into position, the little rubber tube is slipped along the wire



FLOWER-MAKERS.

then and firmly joined to the calyx, a few deft touches from clever fingers press the petals into the required position, the warm curling tongs are skilfully applied to the edges of the petals, and hey presto! the flower is finished, and has become "a thing of beauty" if not "a joy for ever."

The prices paid for making roses vary from 3s. 6d. per gross for the best down to 1s. 4d. per gross for button roses, but in the latter case a gross of small buds has to be included for the 1s. 4d.

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Confirmation Wreaths.—Beautiful Parma violets, now so popular, are made for 7d. per gross, scarlet geraniums at a similar price, buttercups at 3d. per gross do not touch the lowest limit, for in the making of beautiful confirmation wreaths less money is earned. These wreaths, which are largely for the export trade, contain about a gross of small white flowers. Each flower has to be made separately, and the wire stem has to be covered with white lawn, then intertwined with silver leaves, which are supplied to the worker, and the whole shaped into a complete and beautiful chaplet: 1s. 9d. per dozen is the price paid for completed wreaths. One need not enquire the average earnings of the worker.

Our picture shows the representative of this industry in the exhibition at her work.



CONFIRMATION WREATH-MAKING.

THE BOX MAKERS.

By THOMAS HOLMES.

BOXES enter very largely into our commercial life, they meet us everywhere. Boxes for shoes, for handkerchiefs and gloves; boxes for matches, for hair pins, and correspondence cards; for sweets, chocolates, and the thousand-and-one things sold at a thousand-and-one shops.

Box making is one of the largest of London home industries, it is not one of the most remunerative, neither is it one of the most pleasant; the glue pot is always warm, it is always unpleasant, and when added to the close atmosphere of a little room, and the warm fire, the effect is overpowering.

One woman of my acquaintance, a widow, and who has been a box maker for many years for the same firm (and has an out-worker's ticket, her number is 600). Years have come and gone since she received that ticket, and out-workers with higher numbers have followed her; evidently her employer has a large number of out-work box makers.

Box making falls to the lot of the very poor, and the very poor live in very poor places; our picture shews a box maker at work, she is the daughter of a widow who has several other children, one of whom about five years of age—lies on an apology for a bed, suffering from consumption. The figure on the right is that of a neighbour.

The widow has just gone on her daily journey to the Factory to take back some finished boxes, and bring back other material. On her way home she will procure some cheap material that is to serve as food, meanwhile the daughter is at work at the boxes—and dainty boxes they are—and by-and-by they will be filled with choice sweets or chocolates for pretty children.

When the widow returns she will serve out the food for her children, and the odour of fried fish will blend with the smell of the glue and the atmosphere of the room. Possibly a newspaper will do duty for a table cloth, a newspaper in which the fried fish and potatoes had been wrapped.

The removal of the "Cloth" is a simple affair; it is put into the fire along with the refuse of the meal.

There is no time to spare for washing up, so the widow sits down at the table in front of the window to her box making.

Many a year she has sat at that table, and many a long day of

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CARDBOARD-BOX MAKING.

fourteen hours have those years contained. She will get one-and-threepence per gross for those fancy boxes, but she will have to make two large cardboard boxes extra, to contain each half-gross of the smaller boxes.

They are beautifully made, the large ones of strong brown cardboard are firm and true, and well bracketed at the corners; the smaller ones are made of white cardboard, lined with pure white paper within, and covered with silver paper without, the little pictures and letterpress for the front of the box are well printed and nicely finished.

The widow has brought the material for another gross from the Factory, these have all been cut to size, a gross to form the outside, and an equal number for the inner part; these have been deeply stamped where the different angles are to be made.

With quick fingers she bends the cardboard, keeping it at the correct angle. She puts a quantity of warm glue upon a board before her, drags each piece of paper through the glue, and while it is still warm fastens it firmly and correctly round the cardboard.

The inner part of the boxes are made first, and with automatic jerk, which is part of the movement in making the box, she throws each one over her left shoulder on to the little bed to dry. A similar procedure is followed in making the outside, but this time the portion of the box goes over her right shoulder; and so she sits hour after hour, bending the cardboard, pasting the paper, gluing on the advertisement wrapper, her hands become smeared with dirty glue, and by-and-bye it will be time for her to rest and light a paraffin lamp, and the smell of cheap oil will be added to the other odours.

Very remarkable is the skill acquired by these box makers, and wonderful the precision with which they work; though the widow's fingers be dirty and coated with glue, she will not soil a single box; the white inside of the boxes will be spotless, the silvered paper on the outside will be immaculate; every angle of the box will be perfectly square, and the lines of printing will be lineable with the edges of the box.



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The great wonder about box making is that the boxes are never soiled—though the room be dirty, and the fingers dirty, the boxes are fair to look upon.

It will take the widow a good twelve hours' incessant work to earn her one-and-threepence.

There is something almost dreadful about the quick and deadly certainty of her touch and movement, she is a human shuttle, and her movements are automatic, and there are thousands like her.

She pays six and sixpence weekly for her two wretched rooms, which are the world to her; in them she lives and works, and sleeps with her family round her, and in those rooms some of her children have died.

BIRMINGHAM HOOK AND EYE CARDERS.

By GEORGE SHANN, M.A.

IN Birmingham, which is still largely a city of small masters and small workshops, the trades done in the homes of the workers are many and varied, and the homeworkers themselves belong to almost all grades of the working-class population. The majority of these homeworkers are married women, widows, or elderly spinsters. Amongst the unskilled workers it is poverty that drives the women to the low-paid sweated trades. Sometimes this poverty is caused by the drunken, wasteful habits of the husband, but more often is due to his low-paid and irregular work, *e.g.*, 56 cases taken at random, give the average wage of husband for a full week as 19/6. The most pathetic cases are where the widow is making a strenuous, though too often ineffective attempt to feed, house, and clothe efficiently herself and her children.

On the whole home work is decreasing in Birmingham, as employers prefer to keep the work in the factories, where because of better supervision there is less waste. It is a most wasteful method fetching and carrying work in small quantities, and in many cases it is only the small wages paid for the work that allows such an inefficient system to continue.

The chief of the unskilled home trades is carding hooks and eyes. It is said that a machine has been invented to do this work, but as yet the cheapness of the human machine has hindered the introduction of the workers' mechanical rival.

There is not much to say about the process of the work, as only quickness and neatness are necessary. There are three stages in the work:—First the "eyes" are stitched on to the card. Then the hooks are linked into them, and finally stitched on to the card. The rate of pay varies from 9d. to 1/4 per pack, the higher price being paid for smaller and finer hooks, which are more trying to eyes and fingers. A pack consists of two dozen gross hooks and eyes, *i.e.*, a gross of completed cards with two dozen hooks and eyes on each, which means 384 hooks and 384 eyes linked together and stitched on to a card for the munificent wage of one penny. No wonder that the children, with their deft little fingers, are initiated as young as five years of age into the mysteries of linking, and miserable indeed is the pittance that the unaided woman can earn. The illustration given shows a family at work, and one of the worst phases of these sweated trades is the toll they take from the lives of the little ones. But as a mother said, "You must either make the children work or let them starve." Out of the 9d. the worker must



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provide her own needles and cotton, and about 1d. out of each shilling received would have to be deducted for the cost of these. The work is fairly regular, but at the best it is a scandalous trade, and no one can make a decent living at it. Two women working together made about 3/- each per week. Another family, the mother of which was 44 years of age, but who looked much older, earned about 15/- per week by the combined efforts of the mother, two young women, and the lad of seven, who did the linking after school hours. The two young women got other work when possible. The average earnings of 56 women, some of whom worked very long hours, was $3\frac{3}{4}$ per week.

Some of these women get their work direct from the employers. Others receive it through a middle woman, who brings the goods in a perambulator or small hand cart, and charges 1d., or sometimes 2d. per pack for the trouble and the risk she takes.

The houses of these workers are of the very poorest, and often dirty and comfortless, though some of the women make an attempt to keep the house clean and tidy. The family histories of these people are usually pathetic, a tale of privation and suffering. Their existence is continued only through the help of the charitable and poor law relief. Hopeless seems the lot of these women, and reform of their miserable conditions of life and work cannot possibly spring from themselves.

BUTTON CARDERS OF BIRMINGHAM.

By GEORGE SHANN, M.A.

LITTLE need be said about this trade, since the remarks made regarding hook and eye carders would apply generally to this class of workers.

Buttons are given out daily, by weight, and cards are provided by the firm, but not needles or thread. Each button has to be firmly stitched on its little square drawn on the card. The cards are then neatly tied up in packs, and taken back to the factory each day before more work can be obtained. Payment is usually made on Friday. The buttons are weighed out, not counted, and workers sometimes complain that the weight does not always tally with the number, as they are paid by the gross. Any shortage, however, has to be paid for by the carder.

The wages are better for button carding than for hooks and eyes, as the wages investigated averaged at $5\frac{1}{3}$ per week for constant work, as against $3\frac{3}{4}$ for hooks and eyes.

Pearl buttons are considered the best work, though they are trying for the eyes. The rates for these buttons vary from 29 to



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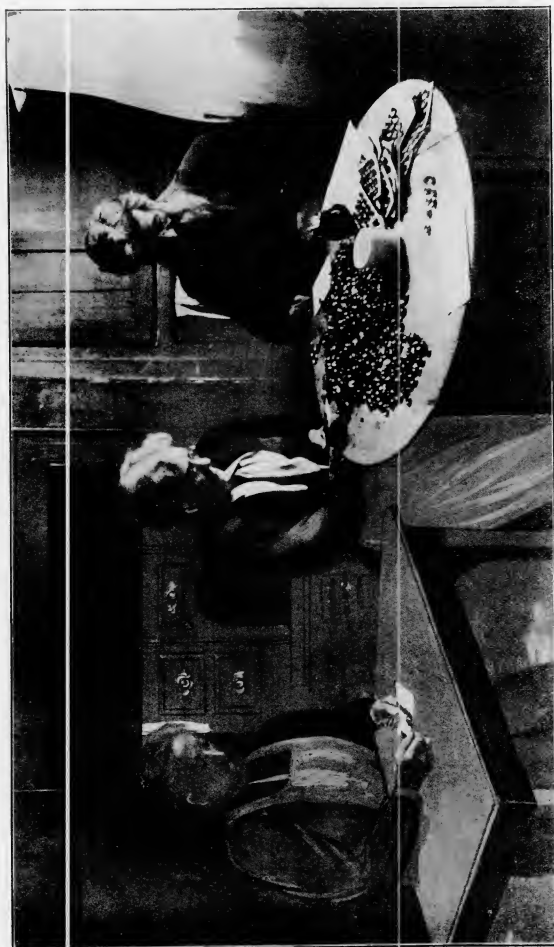
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The wages are better for button carding than for hooks and eyes, as the wages investigated averaged at 5/3 per week for constant work, as against $3/3\frac{1}{2}$ for hooks and eyes.

Pearl buttons are considered the best work, though they are trying for the eyes. The rates for these buttons vary from 2/9 to



BUTTON CARDING.

6.8 per 100 gross, *i.e.*, 1d. to 2½d. for carding 432. A quick worker can do three to four gross per hour of the lower-rated kinds.

For linen buttons the payment is 2/9 to 4.2 per 100 gross, and since a quick worker can do four gross of the lower rated kinds in an hour, in that time she earns about 1½d. Trousers buttons are carded at a rate of 3/- per 100 gross.

The variation in the rates paid is due to the varying sizes of the buttons, and also to the fact that often when the buttons are received by the women from the factory they are all mixed up in different sizes and qualities, and have to be sorted before being carded. The rates given above include payment for this sorting.

Most of these workers are very poor, but their homes are fairly clean as a rule, considering the long hours that some of them work. Sometimes a woman is found, who works in a factory during the day, cards, buttons, or hooks and eyes before and after going to the factory, and in addition attends to her house and children as best she may. One such woman's working day was from 3 or 4 in the morning to 11 or 12 at night.

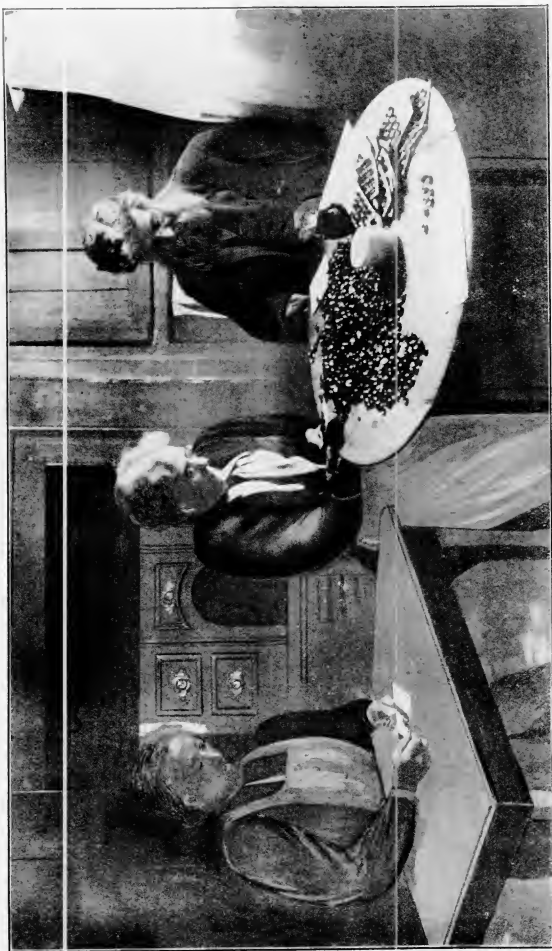
SHAWL FRINGEING.

By MARGARET H. IRWIN.

SHAWL FRINGEING is one of the trades which—probably because the human labour is so cheap—has not yet been invaded by machinery. No one has yet been able to invent a machine which will do this work without tearing the shawl.

It is divided into two branches, "Birling," and "Kinching." In the former the fringe is made into a net-work, while by the latter process it is knitted into the shawl with a needle. Work on the large Scottish plaids is very tiring, as these are so heavy to handle. In the birling process these plaids, which may measure eight yards, have to be gone round three times, three threads being tied together each time. These plaids are now paid at 4½d. each, and take from four to six hours to do. One woman who worked steadily at the shawls from 8 in the morning until 10 at night was able to make no more than 6/2 in the week.

For small cheap shawls the workers get from 5d. to 6d. a dozen, and for scarves 3d. a dozen. These are specially badly paid branches, in which the remuneration works out at from ½d. to a fraction less than that per hour. Two workers employed on the small shawls and scarves made from 2.6 to 3/- a week, and even that "not constant."



BUTTON CARDING.

6 8 per 100 gross, *i.e.*, 1d. to 2½d. for carding 432. A quick worker can do three to four gross per hour of the lower-rated kinds.

For linen buttons the payment is 2 9 to 4 2 per 100 gross, and since a quick worker can do four gross of the lower rated kinds in an hour, in that time she earns about 1½d. Trousers buttons are carded at a rate of 3 - per 100 gross.

The variation in the rates paid is due to the varying sizes of the buttons, and also to the fact that often when the buttons are received by the women from the factory they are all mixed up in different sizes and qualities, and have to be sorted before being carded. The rates given above include payment for this sorting.

Most of these workers are very poor, but their homes are fairly clean as a rule, considering the long hours that some of them work. Sometimes a woman is found, who works in a factory during the day, cards, buttons, or hooks and eyes before and after going to the factory, and in addition attends to her house and children as best she may. One such woman's working day was from 3 or 4 in the morning to 11 or 12 at night.

SHAWL FRINGEING.

By MARGARET H. IRWIN.

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In two cases, with steady work, "sitting early and late," an occasional maximum of from 9/- to 10/- had been attained, but the ordinary weekly earnings seemed to range from 5/- to 7/- a week.

In shawl fringing, not only are the wages very low, but they are also very irregular, this being a trade which suffers severely from long spells of idleness, or "idle set," as Scottish workers call it. The shawl fringers are usually out of work for three months every year, and often for weeks at a time.



POM-POM MAKING.

This industry presents also an example of the rapid falling off of wages rates, so generally complained of in the Home trades. One woman, who four years ago could make 17/- a week at this work can not now, under the most favourable circumstances, exceed 9/- or 10/-. Others who could formerly make 13/- or 14/- now make "about 7/6." In other cases again the earnings have dropped from 9/- or 10/- to 2/6 and 3/-.

Shawls which used to be paid at 1/- each are now 4½d., and others which were 1/6 a dozen are now 9d.

As one woman said, "New goods are better paid when they come in, and then they just break them, and break them every

year." Another said, "It's heart-breaking, the way they've cut the prices in the fringing."

In most cases the homes of the shawl fringers showed extreme poverty. In one, in which a woman was found occupying an attic up four flights of grimy stairs, in a wretched tenement, the only furnishings the room contained were an old chair, a broken cradle, and an empty orange box, which served as a table. The bed was a mere heap of filthy rags on the floor, and the personal conditions of the worker was dirty in the extreme. Here, as in other cases, the deficiency in blankets and bedding would be made up at night by the woollen shawls on which the worker was engaged.

SHIRT MAKING.

By MARGARET H. IRWIN.

THE lowest paid workers in the shirt making trade are those employed in making children's clothing. While boys' shirts may be "finished" at 2d. a dozen, I have found workers engaged in making them throughout, "with buttonholes and everything" at 1d. and 2d. each.

Like the shirt finisher the shirt maker supplies her own thread, and, in addition, she provides her own sewing machine, which is usually got on the instalment system, and paid for at the rate of 1/6 a week. Here too, the wages rates vary very much. In one case white flannelette shirts were made throughout at 1d. each. One dozen of these taking from 14 to 15 hours to do.

I give the following "snapshots" taken on visits to home workers in the shirt making branch.

G. B. is a young woman living with her parents. She works steadily every day from 7 in the morning until 9 at night. She can very seldom make as much as 8/- a week. Her usual average is from 4/- to 5/-. She is employed on flannelette shirts for which she is paid 8d. per dozen for making throughout. This includes lining them and doing everything except putting on buttons and working buttonholes. Each dozen takes 12 hours hard work with the sewing machine, "and the seams are so heavy that you can't lift your arms to your head at night after a day's work on them." For cotton shirts she is paid 1/9 a dozen, making throughout. Each dozen takes 21 hours of work.

For boys' shirts taking 7 hours per dozen she is paid 6d. The thread for the men's shirts costs 2d., for the boys' 1d. per dozen, so that the worker's net earnings on these are 1/7 and 5½d. per dozen respectively for 21 and 7 hours of hard work. From this there still

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fall to be deducted the following items, hire of the machine 1/6, and oil 2d. weekly, also machine needles costing 1d. each "and you smish a lot with the heavy seams."

Mrs. D. is the wife of a labourer who is irregularly employed and who earns 17/- or 18/- a week when at work. Mrs. D. has three children, all of whom are under six years of age. She makes men's shirts throughout at 1/3, and boys' at 1/- per dozen. These shirts take 14 and 12 hours respectively to sew. This family occupies two rooms, both filthy in the extreme and almost destitute of furniture. In this case, as in many others, the shirts on which the mother was engaged would, it is absolutely certain, be used as bedding for the family at night, and thus lend themselves as a medium for the dissemination of dirt, disease and vermin among the purchasing public.

Another worker visited was engaged in making men's shirts throughout at 1/5 per dozen. These took 16 hours to do, and she supplied her own machine and thread, the latter costing 1½d. per dozen shirts. The material used was a dark brown wincey, very stiff and hard of texture, "a sore seam," the worker said. She worked almost without cessation from 7 or 8 in the morning till 11 or 12 at night, the housework being left to a young daughter to do when she came home at night from the factory where she was engaged during the day.

In another case a woman who was the wife of a tailor, unsteady in his habits, and the mother of five children, was employed in making boys' shirts at 1/- a dozen. She said it took her very hard work to do a dozen, working steadily from 6 in the morning until 8 or 9 at night. The house and family in this case gave evidence of entire neglect on the part of the mother. Both house and children were unspeakably filthy. The shirts were lying in heaps on the dirty bed and on the floor, which looked as if it had not been swept or washed for months.

A point which strikes one particularly is the heavy strain of life on the married women who constitute the majority of the workers engaged in the shirt making and finishing trade. The hopelessness of their outlook, and the relentless, unremitting daily toil that goes on with them, year in and year out, and which even sickness is scarcely allowed to interrupt. In the class of workers dealt with here it is undoubtedly on the wife and mother that the heaviest burden falls, as it is she who must plan and contrive to feed and clothe the children *somehow*, whatever the state of the family exchequer.

Some of the family budgets reveal the pitiful little economies which have to be practised when housekeeping is conducted on the microscopic scale necessary to the home worker.

One woman who had kept herself and little girl on a wage of 6/- a week "for rent and everything," gave me the following details, saying she was "almost ashamed to tell me what she managed on, it was that little!"

Rent, One Room	...	...	2s. 0d. a Week.
Tea, ½ lb.	...	...	4d. "
Sugar, 2 lbs.	...	...	3d. "
Flour	...	...	1½d. "
Oatmeal	...	...	1½d. "
Margarine, ½ lb.	...	...	3½d. "
Six eggs (chipped)	...	...	3½d. "
Ham	...	...	2½d. "
Coals	...	...	3d. "
Onions, or other vegetables	...	...	1½d. "
Bread	...	...	4½d. "
*"Kitchen" costing about	...	...	3d. "

The weekly total came to about 4/9, leaving a balance of perhaps 1/3 for clothes and other expenses.

SHIRT FINISHING.

By MARGARET H. IRWIN.

"THE Song of the Shirt" is probably the most effective labour report which has ever been presented to the nation. Unhappily, it may still be accepted as a thoroughly up-to-date report of the conditions under which the Home Needlework trades are carried on to-day in any of our big cities.

The sympathy of the community is easily aroused. What is more difficult to awaken is a sense of the terrible risks to which not only the workers but the purchasing public are exposed through the making of clothing, and other articles for general use, in insanitary houses. One often finds in the worst of these homes that the woollen shirts, shawls and other articles of clothing on which the workers have been engaged during the day, are used as coverings for the sick, or do duty at night as bedclothes for the members of the family generally. So fully have these dangers been recognized by some of the leading employers in the trade that several of the largest and most respected firms in Glasgow have entirely stopped the practice of giving out their work to be done in the homes of the workers. One firm has even raised the rates of the workshop operatives to prevent their losing anything, owing to being no longer allowed to take home work to do after workshop hours.

It is difficult to give any adequate idea of the dreary squalor of

* A term used by Scottish working people to denote any little relish going to make up a meal.

many of these places which have to do duty both as home and workshop, and which do not possess the most elementary requirements of either. What must inevitably be the condition of both personal and domestic cleanliness in cases where five or six persons are crowded together in a single apartment, which has to do duty as bedroom, kitchen, sitting-room, work-room, nursery, and frequently, sick-room as well?

Shirt making and finishing formed the subject of the first of a series of systematic investigations into the conditions of home work which the Scottish Council for Women's Trades have been conducting for several years, and which has now covered practically all the home industries of any extent that are carried on by women in Scotland.

Shirt finishing, which constitutes the main branch of the home needlework trades in Scotland, is distinct from shirt making. "Finishing" may include any or all of the following items: Sewing on buttons, fastening the seams at the end—technically called "bridging,"—sewing parts missed by the machines, making button-holes, hemming bands, "herring boning" and "feather stitching." Finishing is paid by the dozen garments, and the rates may run from 2½d. to 10d. or 1/- per dozen shirts, according to the time involved. These at 2½d. may take about 2 hours per dozen to finish, and those at 10d. and 1/- from 10 to 14 hours or so. Here we are again confronted with the prevailing feature of women's industries—the absence of any standard or uniform rate of payment for work of the same kind. In shirt finishing, as in the majority of the trades followed by women, the wages rates are purely a matter of arbitrary fixation on the part of the individual employer. As one woman remarked, "It all depends on the conscience of the maister."

In shirt finishing, the rates most frequently met with are from 3d. to 5d. per dozen shirts for work taking from 3 to 6 hours to do. For the shirts at the former rate a worker had to sew on 8 buttons, clip threads and bridge 4 seams on each shirt. She thus sewed on 96 buttons, clipped and bridged 48 seams for 3d.

The remuneration works out at from ¾d. to 1d. per hour. Cases have been met with when the rate was as low as ¼d. per hour. This was with shirts paid at 1½d. a dozen. One of the most industrious and skilful of the shirt finishers met with, said she could never make above 1½d. per hour, even with the hardest work.

Off these rates the worker supplies her own thread, the cost of which has been variously estimated at from ¾d. to 1d. on every 1/- received in wages.

For shirt finishing at 9d. a dozen, one woman had to put on each shirt, 2 rows of feather stitching down the breast, sew on 8 buttons, make 6 button-holes, "bridge" the seams, and stitch any part the machine had missed. In order to complete her dozen of shirts she was obliged to sit at the work from 8 a.m. until 1 next

morning. As she remarked, "It was just putting out the life to keep it in, but the putting out was the quickest." "She was not greedy," she said, "and would have been content if she could only have made her full shilling a day." Owing to the irregularity of her work her earnings varied from about 2 6 to 4/- a week.

In the majority of cases where the earnings sink below actual subsistence level, and the family are unable to help, the wage has, of course, to be supplemented by either public or private charity, so that, in the end, it is the community who have to subsidise the starvation wages.

The ordinary daily wage in shirt finishing may range from the not uncommon rates of 3d. or 4d. to the somewhat rare maximum of 1/-. The weekly wage may range from 2 4 to 8/- or 9/-. But as home workers are seldom steadily employed throughout an entire week, the total weekly earnings frequently fall much below the latter figures.

Examination of the wages book of one skilled shirt finisher showed the following earnings for 10 consecutive weeks: - 2 4, 4 4, 5 8, 7 0½ (week and-half), 3 11½, 2 3, 3 9, 3 1, 5/-. In this case, two sisters lived together and clubbed their earnings. They each worked fully 10 hours a day, and made between them about 10/- a week. They were very respectable women and had been dress-makers. They occupied one tiny attic room, kept beautifully clean, for which they paid 8/- a month. I found them engaged in finishing children's shirts at 4d. a dozen, each dozen taking 3 hours, and in making pinafores at ¾d. each. One dozen of the latter took 3 hours to make, and they supplied their own thread in both cases. This, they said, was their best paid work.

Shirt finishing is the branch which employs the largest proportion of casual workers, probably because of the comparatively low degree of skill required for most of the items. At the same time considerable practice is required to produce a certain amount of work.

SACK SEWING.

By MARGARET H. IRWIN.

SACK SEWING is one of the main refuges of the Unskilled Casual Worker. It occupies a place in women's industries corresponding to that which labour at the docks does in men's, and engages largely the same industrial class as the latter employment. In fact as a large proportion of the women in this trade is drawn from the families of dock labourers, the supply of women



SACK MENDING.

workers is regulated very much by the fluctuations of employment among the dockers. When times are bad and work scarce with the men, their women folk betake themselves to the Sack Sewing.

Owing to recent extensions of machinery, much of the work which was formerly done in the home is done in the workshops, or rather in the open sheds, which are used as such in this trade, and where the women sit on the ground sewing the sacks.

The work consists chiefly in making up old sacks for other purposes. A large sugar sack, for example, may be cut to a smaller size and used for holding bran. Others again are re-made into nail and rivet bags. Usually the sacks are in a very dirty condition, and owing to their being very heavy, and having to be held in a certain position, the labour is very tiring for the worker. It is very rough work, and the houses of the home sack makers present, as a rule, a very wretched appearance. In Glasgow, the majority of the sack sewers are Irish, and the buoyant national temperament seems to carry them triumphantly over poverty, squalor and dirt, and still leaves with most of them the graces of cheerfulness and courtesy.

For repairing sacks as low as 1½d. and 2d. per dozen is sometimes paid. One woman, who was employed at these rates, said that, owing to the bad condition of the bags she had got out in the previous week, she had been able to make only 2s. with full work. When the sacks were full of holes the worker was the loser. Her average working day was from 6 a.m. to 7 p.m.; the highest pay she ever made was 6s. in the week, and this only by very hard work. She preferred to work in the stores, as she could do more there, and did not lose time in carrying the work to and fro. But she had to stay at home now for the sake of her family, which consisted of a husband, who had been a fireman, but who was now disabled by paralysis, and five children, of whom one boy was earning 4s. a week. In the winter the husband went to "the House," but liked to come out in summer and sit at his own fireside. This family were mostly dependent on the mother's earnings, and had had very hard times. Many a week she lived on dry bread herself, but she "always tried to get a bit of tobacco for him there."

The more usual rates of pay for sack sewing and repairing are 3d. and 5d. per dozen. Of those at the former rate, the majority of the workers said they could make three dozen a day; of those at the latter, some stated they could make three dozen and others only two dozen. Much depended on the state of the sacks, and in respect to this it was a great source of complaint that the workers had to take all the risk. As one woman remarked, "You might work all day and not make 6d. at them." The ordinary earnings ranged from 5s. to 8s. a week, 9s. being a rare maximum.

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furniture, and in others the sacks, dirty and vermin-infested, would be used at night for bed and bed-clothes.

As an instance of the thriftlessness and paralysing of effort which the starvation wages and conditions of work engender, the following case may be quoted. A woman was found occupying what is known in Glasgow as a "farmed-out furnished house." It consisted of a single apartment, containing a bed and a few miserable sticks of furniture. For this she was paying 5s. a week. The rent of this unfurnished would have been 8s. a month. It was in vain that the extravagance of this arrangement was pointed out to her, and that she was shown that for one month she was paying a sum almost treble the rental, while two months' rent would have more than covered the value of the wretched furnishings. "It is quite true, no doubt," she said, "but then it's easier just to pay 5s. at the end of the week when one has the money in one's hand, than to save up 8s. for the month's rent and something for furniture forbye."

It will usually be found that when wages sink below a certain level, there is far less tendency to thrift than when a comfort wage can be earned. In the former case the worker is benumbed by a sense of the utter hopelessness of ever having enough left over to make saving 'worth while.'

UMBRELLA COVERING

By MARGARET H. IRWIN.

IN making a comparative estimate of the earnings in Women's Home Trades' Umbrella Covering may rank, perhaps, as one of the best paid of these.

Its special significance for the student of economic questions lies in the fact that it stands out pre-eminently as a season trade, and the season trade forms probably the chief factor in the problem of Unemployment. It is certainly one of the main sources of suffering among the industrial classes, and the unequal strain of work has a generally demoralizing effect on those engaged in such trades.

The description given by a woman worker of the tailoring trade might be applied with equal truth to the outside branches of umbrella covering, "It's slavery for one half of the year, and starvation for the other half."

The manufacture of umbrellas may be divided roughly into two large sections—the home and the export trade. The former includes the silk and the finer kinds of umbrellas. This engages

the most skilled hands and is practically confined to the workshop employees. In this branch a good workshop hand may sometimes make as much as 18s. a week. Finishing in the home section of the trade is rarely given out, when it is, it is paid at the rate of 1/7 and 1/8 per dozen.

The export trade, which is the section employing the outworkers, consists mainly in the making of black and coloured calico umbrellas for India and other foreign countries.

The "covering" department of the trade, which in Scotland is taken up exclusively by women, men being employed for making the sticks and frames and cutting out the covers, is divided into two branches, "machining" and "finishing." The machining consists in hemming and seaming the covers, and is done almost entirely in the workshops.

The finishing is done both in the workshops and the homes of the workers. It consists in tacking the covers on the frames and putting on various little fixtures.

Finishing for the export trade requires much less skill, and is paid at much lower rates than in the home branch. But even in the inferior section of it umbrella covering cannot be held to be an unskilled trade as it takes a girl several months to acquire proficiency in it.

During the busy season a fairly skilled outside finisher may make from 11/- to 14/- a week, or even more. During the slack season her earnings may sink to 2s. a week; and this slack season extends from four to six months of the year.

The staple article employing the outside finisher is the "black waterproof." This is paid at the rate of 9d. per dozen. Each dozen takes about three hours to finish, so that the remuneration works out at about 3d. per hour, as against the 1d. and 1½d. per hour earned in the other home needlework trades.

One worker who had been engaged on this work for ten years said she "thought good money could be made at it while the work lasted, but the idle set is hard on us women." She was the wife of a labourer, irregularly employed, and had had five children, of whom only one survived. During the busy season she could make 11/- a week, and in the slack from 5/- to 6/-.

Another worker, the wife of a tailor, and the mother of three children, said she could make from 10/- to 12/- a week in the busy season, by working hard, "but it's very laborious work and unless you're able to sit at it late and early, you can't make a good pay." Her thread cost from 9d. to 1/- on every 12/- worth of work. During the slack season her earnings sank to 2/3 per week.

The wife of a slater, who had three children, complained that the "wages were greatly broken owing to so many new patent appliances coming in and taking away the work from the women." She was always slack for six months in the year. During this time she could only count on three days work in the week. She worked

very late in the busy season during which her maximum wage was 10/- a week.

The great strain of irregular work is much complained of by all the workers in this trade. While the busy season lasts women toil from early morning on through half the night to make a little money while they can. Considerable labour and fatigue are involved also in carrying the heavy loads of umbrella frames and sticks to and from the warehouse. During the busy season numbers of women may be seen with huge bundles of these, either slung on their backs, tied up in old bed covers, or piled on old perambulators.

The trade seems also to lend itself to the competition of married women and other partially supported women, who take it up as a casual employment and earn a supplementary wage by it. The presence of this class of worker in a large proportion in any trade has, as a rule, a tendency to reduce wages, as such women can afford to take the work at lower rates than those who are entirely dependent on it for a livelihood.

WOMEN'S AND CHILDREN'S UNDERWEAR.

By MARGARET H. IRWIN.

"THE underclothing is the worst paid of all," said one woman bitterly.

She had executed an order for night-dresses at 1/6 a dozen. They were cut out for her, and the cuffs and bands were made in the shop, but had to be sewn on. Everything else she had to do, including hemming skirts, hemming and felling side seams, making sleeves and putting them in, making 3 button-holes, and sewing on 3 buttons. She had also to supply her own thread. She had taken over two days to do one dozen. She refused to take any further orders at this rate, finding probably (as did another worker in the tailoring trade who had finished trousers at 4d. each, each pair taking two hours to finish, and the worker having to supply her own thread) that "it was easier to starve without the work."

Formerly this worker had been able to earn 1/6 a day at chemise making, and "thought herself a millionaire when she could make a wage like that."

She could not exactly estimate the time she gave to this work, but she "never went to bed the day she rose." Her average weekly wage was 8-.

Take another case, in which an elderly woman and a niece were

living together and sharing earnings and expenses. Their work consisted of finishing shirts and making chemises throughout. The former garments were paid at 4½d. and 8d. per dozen, each dozen taking respectively 8 and 12 hours. The latter were paid at 2d. and 4d. each, and took 6 and 12 hours to make. These women complained greatly of the decline in wages. They said they "found it impossible to make a living now-a-days, the rates were that low and the work that fine."

The rates quoted in these cases are unusually low considering the amount of work involved, but the following are frequently met with: Chemises, 1/- to 1/9 per dozen, taking from 14 to 16 hours to do. These are not only made, but in some cases also trimmed, and have buttons and button-holes done by the home worker. Drawers, 7d. and 10d., taking in both cases 10 hours of work, and thus illustrating the great diversity of payment in this as in other trades followed by women. Combinations, 7d. and 8d., taking from 7 to 10 hours' work. Infants' robes, made at 1/- each, and taking from 12 to 14 hours. Divided skirts, at 2/-, taking two days to do; and children's woollen dresses, at 2/-, taking from one-and-a-half to two days to do.

In these cases, the worker's "day" frequently includes several hours after midnight. One woman said she "sat as long as she could go at it." Another frequently did not go to bed until two, while she rose again at five. Sometimes she sat up all night. Another said she was "kept sitting every night until she was dizzy and could hardly see." Her average day was from six in the morning until ten at night. Her husband, who was partially invalided, did the housework.

The wages book of one woman showed the following earnings for nine consecutive weeks: 8/3, 7/10, 5/9, 5/-, 11/2½, 7/4, 4/1½, 7/0½. These represented her earnings for a long day and half the night. She said she was employed in making divided skirts, dressing jackets, and children's woollen dresses. Formerly she made 14/- at this work, "but the rates keep on falling, falling every year."

Another worker, who was employed on ladies' combinations, showed her wages book with the following earnings per fortnight:—6/8½, 9/2½, 3/7½, 5/2, 8/1, 3/11½. She was a widow, and had five children, of whom three had started work and two were at school. She said she sat up all night when she could get work to do, but there was a great deal of "idle set." She used to make 17/- to 18/- in the fortnight steadily, and apparently thought she did well with that. She now gets 4/- a week from the Parochial Board.

In another case, where the work consisted of drawers and chemises, the wages book showed the following figures for eight consecutive weeks:—4/11, 5/2, 6/-, 6/3, 4/11, 7/2, 5/-, 5/11.

Pinafores and aprons are frequently taken up by the underwear worker, and form a very badly paid branch of this trade. In one

case a worker was found employed on aprons at 4d. a dozen for making throughout, and as the sewing was "very particular," her earnings for three days' steady work amounted to 1/- The average wage in the shop which employed her was 5/- a week. From another shop aprons were given out to be made at 5d. per dozen. The making in this case included for each apron, a hem at the bottom, three or four tucks, two straps, a bib and a Swiss band. It took hard work to finish a dozen of these, working from eight in the morning until six at night. 4½d. for thread was deducted from every 5/- paid in wages.

Plain slip bodices may be made throughout at 11d. per dozen. For those which are more elaborate a worker may get 4d. each, but for this she must cord the neck and shoulders, put on trimming, sometimes put tucks down the fronts, work six or eight button holes, sew on six or eight buttons, and finely overcast all the inside seams. A very quick worker may do three or even four of these in a day, but the average needle-woman can scarcely manage more than two or two-and-a-half.

BUTTON-HOLE MAKING.

By CONSTANCE P. LEWIS.

Work, work, work,
My labour never flags,
And what are its wages? A bed of straw,
A crust of bread—and rags.

—Thomas Hood.

HOW truly these words apply to the button-hole maker (always a woman or girl) who works in her own home at men's coats and waistcoats. The history of a coat from the time of its ordering to its completion is not generally known; in only a few firms in the West End are the coats made on the premises, they are sent out to workshops in the neighbourhood. These workshops are on the tailor working at home, who receives the garment cut out by a tailor at the firm, and sent to him for completion; during the making the coat has to be sent to the firm for fitting, and is then returned to the tailor to be finished. The workshops, though in some cases clean, are often used as dwelling-rooms, and at night for sleeping. The work is given to this tailor, who sews in his own home, either because the West End firm has not accommodation for a workshop, or, as is generally the case, because it is cheaper to give work out and avoid extra rent for workshop space. It is a curious fact that a tailor practically never makes the button-holes,

this work is therefore done by women and girls; so small is the rate of payment, as a rule, given for the making of a coat, that the tailor, in order to make his living, is obliged to get the button-holes done for him at as cheap a rate as possible, he therefore sends the coat to another poor person who works in her home. Thus the treatment of the firm to the tailor reacts prejudicially on the button-hole maker, and is responsible for the inadequate payment which she in her turn receives, the uniform price in the West End (twist supplied) being one penny for large holes, and one half-penny for cuff or small holes, no matter how heavy the stuff which has to be worked; in some cases the coat is extremely difficult to work and cumbersome to hold, as for example, a man's winter overcoat. The work is sent to the button-hole worker at any time of the day with the order that it must be finished in an hour or so, when it will be called for, or, if it is brought very late in the evening, has to be fetched finished very early in the morning. This necessitates either staying up very late or getting up very early; often the button-hole hand has no leisure, and is also obliged to stay in all day in case of work being sent in. This work is season work, and the worker is either so driven that she has not a reasonable time to have her meals, or even a proper night's rest, or she has no work at all. The busy times in the West End are from the end of March until June, and again from September until December. This is because most people order their clothes in these months. If only they would think of the workers, they would try to give orders in other months of the year, so as both to avoid periods of excessive work or excessive slackness of trade, also the customers would benefit by better attention and better work. Button-hole making is most unhealthy; the worker is obliged to sit stooping, one knee over the other, so as to have the garment in the best position for rapid working; this posture often causes very serious internal trouble from which the worker has to suffer all her life. Can we imagine a more monotonous existence,—life it cannot be called,—than that led by these women who toil day and night to keep the home, or help keep the home; often they are mothers of large families, who have to look after the little ones as well as to provide money for necessities. Surely there must be help forthcoming for these poor women, struggling in face of poverty, misery and trouble for a bare existence. Probably this help may take a somewhat drastic form, and may mean temporary suffering to many individual women who are unable to leave their homes and to go out to work. Ultimately it must benefit the aggregate of workers if:—

1. Only such dwelling rooms as can, under inspection, be proved to be sanitary and convenient, are used.
2. In other cases, all work should be done on the premises of the employer, or in a workshop rented by him and under his direct supervision.

TIE MAKING.

By ETHEL BEAUMONT.

THE industry of tie making is said to be a declining one for two reasons. (a) because Englishmen are ceasing to wear made-up ties, and (b) because Germans and Americans, who do wear them, and to whom ten or twelve years ago bales of made up ties used to be shipped from this country, now make their own.

The trade is one in which the sub-contract system prevails to a very large extent, and consequently it is an almost impossible task to arrive at the cost of production of a tie. Some are made in factories, but a far larger amount are given out to middlewomen or home-workers. These middlewomen often employ workers to assist them, and also give out work to home-workers when they have a large order.

Three sorts of hands are employed in tie making,—band hands, front hands, and knot hands, in addition to "fitters," as the workers are termed who put the parts together.

The number of hands employed varies considerably, and a middlewoman who used to be able to give work to 20 has now only sufficient for 8 or 10. The work is fetched to and from the City by a "shop-girl," who, when she is not engaged in this work often assists with the sewing, thus gaining some knowledge of tie making, and may, when she considers herself too old for a "shop-girl," develop into a "hand."

The industry in question is subject to periods of extreme slackness and extreme pressure, as indeed are many other trades, for example, artificial flower making, and fur pulling; but in these seasons of slackness and the reverse are fixed to a certain extent by the season of the year. It is not so with ties. The times and seasons when men will order new ties is fixed by no law (as even the law of fashion hardly touches the wearer of made-up ties), and cannot be foretold in any way, and consequently a worker can have no idea as to when she will be slack, nor for how long that dreaded time will last. Alternating with these come times of great pressure, when the factories have large orders placed with them to be executed quickly. This necessitates the giving out of large numbers of ties to home-workers, which must be returned within such a short space of time that a woman will frequently work from 7 a.m. till 11 p.m. to complete the order, well knowing that if she did not do so in the specified time, she would run a grave risk of not obtaining another.

This fact, together with the very fluctuating rates of payment which prevail in the trade, renders it a matter of the utmost

difficulty to give any idea of the average wage earned in a week. 7/- would perhaps be the best figure at which to put it, 14/- is considered extremely good, and from information received at first hand it appears that the rate of pay offered to workers at this Exhibition is never reached by workers even during a most prosperous week. The speed at which a woman can work has of course a very great deal to do with the amount of money she can earn, when work is plentiful, and a middlewoman allowed that this was a strong argument against payment by piece-work. The information regarding rates of pay per dozen obtained last week coincides with that given by the author of "Life and Labour of the People in London" in 1889.

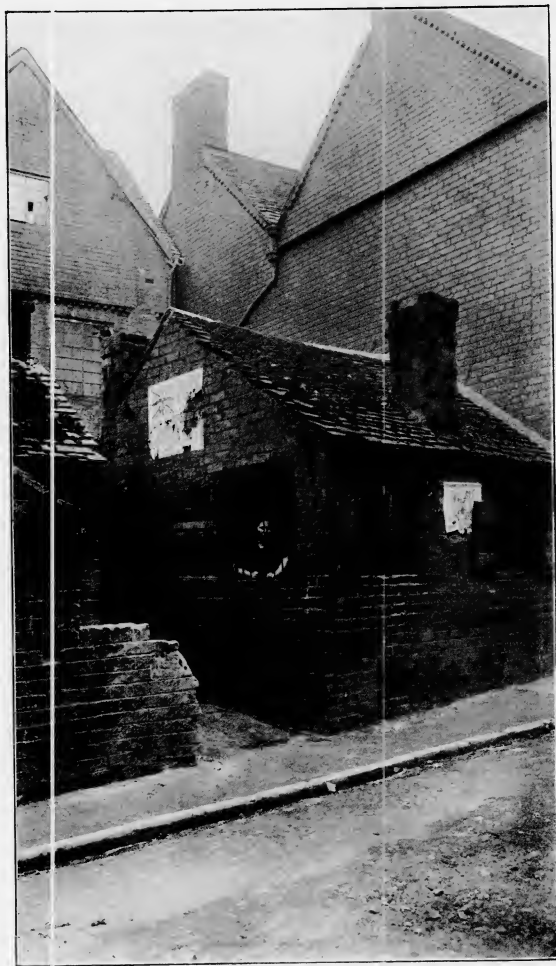
The average rates are as follows:—Knots, 1½d. per dozen; Bands, 1½d. per dozen; Fronts, 2d. per dozen pairs; Fitters usually earn 2d. per dozen when employed, but the middlewoman frequently does this part of the work herself. Home-workers making ties right through earn on an average 6d. a dozen, or at the rate of about 2d. an hour. One worker expressed the feeling that "it did seem a bit hard to make poplin ties for ½d. apiece, when you cannot buy one anywhere for less than 1/-."

The home-worker in this trade appears to be of a very respectable class, for though looking extremely poor and underfed she presents a neat and clean appearance, and in some cases has worked for the same factory for a great number of years. Another fact which speaks for itself is, that workers were found at the same address as they were two or three years ago. To sum up, the general opinion of the workers themselves appears to be that the trade is not such a badly sweated one as some, when work is to be had, but that as regards continuity of employment it should be placed very low down in the list.

AMMUNITION BAGS.

By E. F. MORTON.

AMMUNITION BAG making is not technically a "sweated" trade. Fair wages are paid, and when there is plenty of work, women can make £1 per week. But the supply depends upon army requirements, and is subject to great variation. Perhaps because of the great rush of work in time of war, a large number of women are kept on the books, and the work is divided between them on the "dole" system, the workers being only partly employed, and earning from 5/- to 12/- a week.



A CRADLEY CHAIN MAKER.

The bags are cut and the seams machined by men in the Arsenal at Woolwich, and are given to the home-workers to finish, preferably to widows of former workers in the Laboratory Department. Generally fifty bags are given out at once, in one "turn," as the women call it, and the bags are of various sizes and shapes. White canvas bags are unpopular, a turn taking a day and a-half, the rate of pay being from 1.9 to 3.6 a hundred. The favourite work is the making of small red bags, about the size of a man's finger, at which a quick worker can do a "turn" a day and earn 4.6; or "funnel" bags, which are slightly larger, in making which, a quick worker can earn 5.4 a day. Larger sizes still are paid at the rate of 10.8 a "turn," but take longer to make. The work is much the same in each case, "tops" and "bottoms" are sewn on sometimes with two or three rows of stitching, and strings put in. "Funnels" are gathered into a "skirt" by a drawing string. All materials are provided, and workers speak highly of the fairness of their foremen—for instance, bad work is fairly divided, and a bad "turn" is always followed by a good one. Some complain that the red colour tries the eyes.

CHAIN MAKING

CRADLEY HEATH AND DISTRICT.

By GEORGE SHANN, M.A.

GIrls enter this trade as they leave school, at the age of thirteen or fourteen, and usually work for a fortnight or three weeks without receiving any wages. The learner would then receive 4/- to 5/- per week, and afterwards might rise to 10/- per week as she got older and stronger, but the average weekly wage is 6/- to 8/-, often, in times of bad trade, being even less than this. Wages increase as the woman learns to do finer work. Women's wages are not one-third of those of the men. The latter do better and finer work, and use a "dolly," *i.e.*, a hammer worked by a treadle, to finish the chains. Women never use this "dolly."

The working day is nominally from 7 a.m. to 8 p.m., a half-hour being taken for breakfast, a half-hour for tea, and one hour for dinner. Should the necessity arise, however, the women evade the factory laws and begin work at 6 a.m. and work later than 8 p.m. in their eagerness to earn a little more money.



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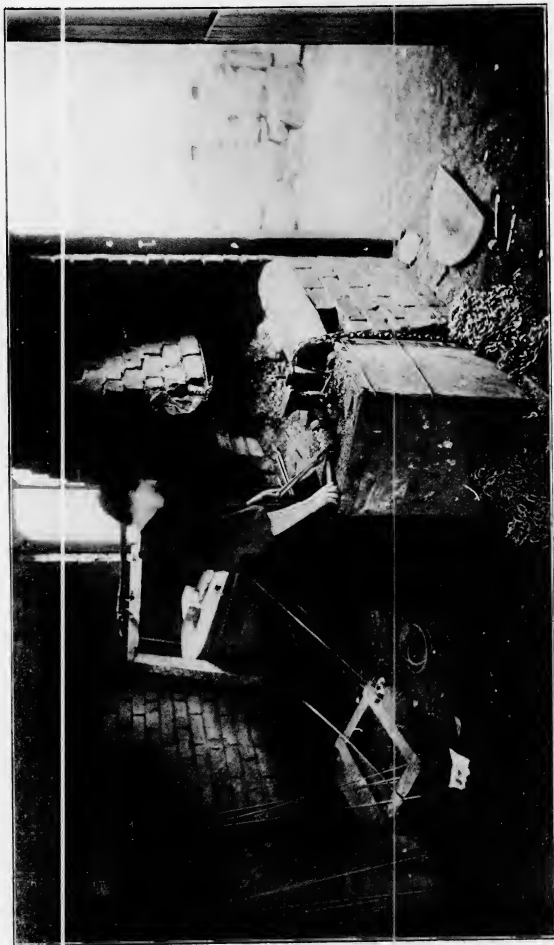
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The women's work is done almost entirely in domestic workshops, husband, wife and daughters often working together. Otherwise men and women rarely work together, as very few girls work in factories, where the women get less wages than in the domestic workshop. One factory does the commoner work and employs girls, who are dismissed as they get older and want higher pay.

Up to the present cheapness of women's work has tended to hinder the introduction of machinery, and probably this accounts to some extent for the continuance of the domestic workshop system.

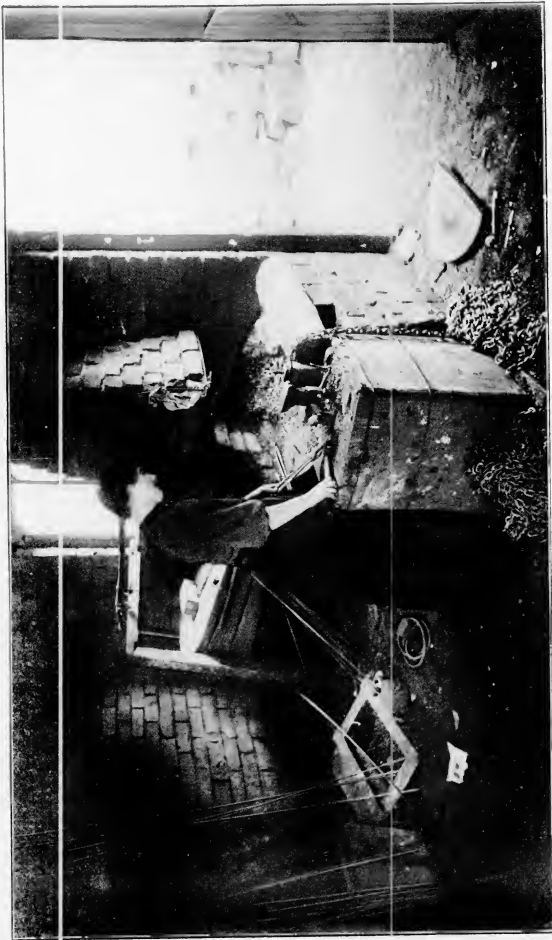
There is no special trade disease. The women are certainly muscular, and the finer work requires a certain amount of intelligence and dexterity. The effect on the women of the heavy, hot work is seen as the visitor compares the young girl with the older workers. All the freshness of youth and natural refinement of face and figure is lost, the women generally being sallow-faced, flat-chested, and round-shouldered. As one looks in the shop lit up with the glare of the fire and sees the women bare-armed, bare-chested, perspiring, and working with feverish eagerness, the vision suggests the nether regions, and the shock to the sensibilities of the visitor is almost overpowering.

There has been a trade union for the women since 1886, but it has not prevented a decrease in their wages, and at the present time comparatively few of the women are members. The men do not help the women's union as much as they might, and the result of this short-sighted policy is that the women tend to displace the men by taking heavier chains to do, and thus at the same time also tend to lower men's wages.

In regard to the economic effects of legislation, women have not been displaced in any way as an effect of legislation, though the law restricts the hours of labour. The sanitary conditions are distinctly better than they used to be. The workshop must be whitewashed and kept clear of rabbits, fowls, &c. The Truck Acts are often evaded with the connivance of the women. Generally the conditions of work are improved.

Amongst the men many are idlers and drinkers, though on the other hand some have built their own houses and shops. It is because so many of the men are wasteful that the women have to work. A woman is expected to work, and a man looks out for a wife who can work. The age of marriage is eighteen and upwards, a woman of twenty-five being looked upon as already "on the shelf." The children used to be put out to nurse during the day, but now an elder girl is kept at home to look after the younger ones. The children look dirty, but not unhealthy. Possibly the comparatively healthy condition of these children is due to the fact that only the stronger children survive, as the infant mortality is high.

For recreations there are excursions at Easter, and the women



CHARLEY CROWN MARRER.

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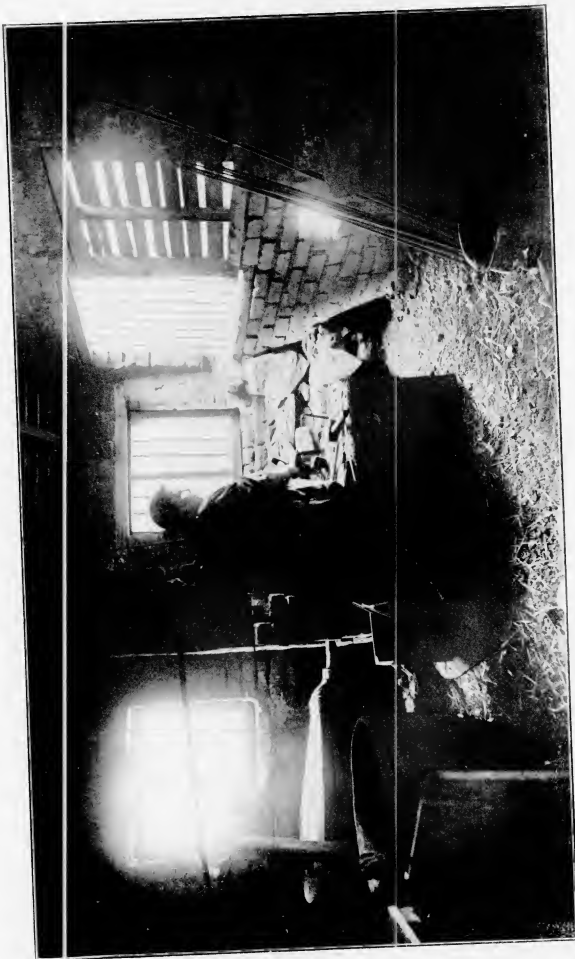
as well as the men visit any horse races within easy reach. Women go into the country as hop-pickers for two to five weeks each summer, taking the children, and looking upon the outing as a holiday. Many attend church, chapel, or Salvation Army, the latter organisation having a very good influence in the district. In the winter months magic lantern services are held in the church, and are always crowded. There are no institutes, no free libraries, nor any means of recreation except a local theatre.

Such is a woman chain-maker's life. Almost every woman drinks two to three half-pints of beer during each day, though they are not drunken in their habits. Their life has little freedom, hopefulness, or change; marriage means more work. Work is their lot as children and as women, and for some of the few that survive that long even the ripe age of seventy years brings no respite from their heavy toil.

GRUMMETS or ROPE WASHERS.

By E. E. DAVIES.

GRUMMETS or Grommets are used in the construction and repair of Boilers and Tanks. Their specific use is to act as washer on bolts so that the Boiler or Tank is made water-tight. When the bolt is inserted before the nut is screwed on, one of these grummets covered with red lead is slipped over the bolt and the nut is then screwed up tight, the grummet prevents the water from oozing out and keeps the bolt from rusting. These grummets are made in various sizes, say from $\frac{1}{2}$ in. upwards, the price paid is according to size, 3d., 5d., 8d. per 100 up to $1\frac{1}{2}$ ins. The material used is Jute or Manila. The process is very simple but needs a little skill to make sufficiently well to pass scrutiny at the Factory. The worker has at hand long string or yarn of the material, say $\frac{1}{4}$ in. thick. Taking hold of one end, this is wrapped round the fingers of the left hand three times, the size is gauged by the worker by guess. The loose end is then wrapped round the part forming the ring, and when this is regularly and tightly covered the end is passed under the last twin and drawn very tight and cut off. The grummet is then passed rapidly through the lighted gas jet, burning off all loose and ragged ends, and is then complete. These articles are generally made by women and children.



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THE CLAY MAKERS' "WORKSHOPS."

CLAY PIPES AND CIGARETTE HOLDERS.

By L. G. CHIOZZA MONEY, M.P.

A SOMEWHAT uncommon home industry is the making of clay pipes and cigarette holders. The writer of this note has only seen one home devoted to this interesting work—that of the woman who may be seen practising her handicraft at Stall No. 16.

Mrs. Webster, the worker referred to, does not work for an employer. She is actually in business on her own account, and with her husband earns a precarious livelihood for a family of six children whose ages vary from twelve months to eleven years. In a bad week the returns may be only 5/- or so. In a good week 12/- to 15/- may be earned. It is a hard struggle.

It is impossible to practice this industry without a tiny plant, consisting of a press worth, perhaps, 25/- to 30/., and one or more moulds. The clay, which comes from Devonshire, is bought in small quantities—a shillingsworth or two-shillingsworth at a time. A shillingsworth makes about six gross of cigarette holders. The price obtained from the wholesalers, who are Mrs. Webster's chief customers, is but 8d. to 1/- per gross. Yet the holders ultimately retail for $\frac{1}{4}$ d. or $\frac{1}{2}$ d. each! Occasionally, Mrs. Webster finds a direct retail market, but it is all a matter of hawking round the wares when they are made.

Mrs. Webster has a tiny house in a Bow alley, for which she pays 5/- per week. There are three tiny rooms and a little yard, measuring about 9ft. square. This yard is indispensable, for the pipes, after they have been moulded in the press and sufficiently dried, must be fired. A small rude kiln does this with more or less effect. Fuel, of course, is costly, and often there is much work spoiled.

The front room, the broken window of which looks out upon the crowded alley, is but about six feet square. This is the factory and living room. Here the children help or hinder, the little ones playing with the clay, the older ones playing in deadly earnest. It is when the children are got to bed that Mrs. Webster often does the best part of her day's work, sometimes pursuing her business far into the night. The present writer will not soon forget his first visit to Mrs. Webster and her little factory in the Bow alley. He left the place in pity and in rage—in pity for the woman and in rage against the world that condemns her to so much ill-required toil.



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The front room, the broken window of which looks out upon the crowded alley, is but about six feet square. This is the factory and living room. Here the children help or hinder, the little ones playing with the clay, the older ones playing in deadly earnest. It is when the children are got to bed that Mrs. Webster often does the best part of her day's work, sometimes pursuing her business far into the night. The present writer will not soon forget his first visit to Mrs. Webster and her little factory in the Bow alley. He left the place in pity and in rage—in pity for the woman and in rage against the world that condemns her to so much ill-requited toil.



A BROMSGROVE NAIL MAKER.

BROMSGROVE NAILMAKERS.

By FLORENCE THORNE RING.

WHILE the position of the Bromsgrove Nailmakers has considerably improved since they founded a Co-operative Society, it is still a badly sweated industry. The Co-operative Society pays 20 % to 30 % higher prices than the nail masters, but for all that it paid 10 %, to its shareholders (all of them nailers holding shares to the average value of £4) and a bonus of 8d. in the £ on the members' earnings, during 1905. But the sweating nail master continues to pursue his evil way, and one of them last week again reduced the price paid for the nails at Catshill near Bromsgrove.

The industry is dying because parents refuse to bring up their children to so wretched a prospect. One old man of 70, who had worked 62 years at nail-making (since he could make 1,000 nails a day when he was eight years old), is to-day earning 7/- per week, and out of that he has to pay 1/3 per week for "breeze," i.e. the small coal for his forge. He makes hob nails at 6½d. per thousand. A "thousand" nails being in reality 1,150. Women rarely are able to earn more than 5/- to 6/- a week, and it looks sadly out of place to see *women and girls* working the hand-bellows to blow up the forge, then hammering the ends of the red-hot iron to point the nail, bending it, and inserting it in a small socket, after which a heavy hammer called the "oliver," flattens the head of the nail. The oliver is worked by treadle, and there is this difference between the nailmakers of Bromsgrove, and the chainmakers of Cradley Heath, that women chainmakers do not use the "dolly," which is larger and heavier than the oliver, and only used for very big chain.

Young men employed by the Co-operative Society can earn the princely sum of 12/- a week. Hob nails and Flemish tacks can now be made by machinery, though they are not so good as the hand-wrought nails. Not so the Brush nail, which is far better paid—a young, strong man working industriously at Brush nails can possibly earn £1 a week.

I asked a very old man, who was making big nails for a sweater at 7½d. per 1,000 (1,150), if he had saved. "Ow can I save out of nails?" he said, "I've got ne'er a son, and when I can't get my 7/- a week any longer, I 'specks I shall go to the Work'us, along with many another old nailer." And he smiled as he spoke, and down came the heavy hammer on the red-hot bit of iron. They seem a singularly sober, cheery, courteous set of people, though one or two spoke of the bitter struggle and the long weary hours, in a tone of sad patience. In some of the sheds hens sitting on duck's eggs



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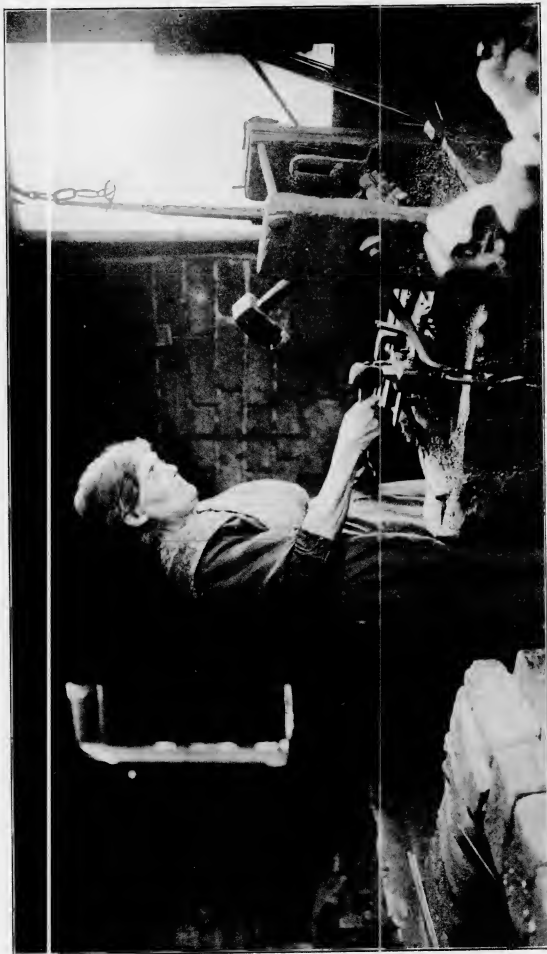
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Every cottage has a nailing shed belonging to it, the rent of which is included in that of the cottage—usually 3 6 a week. Four or five used to work together round one forge, but now many of the sheds are silent, or one old man and his daughter, perhaps, will be working where formerly a whole family laboured together. "It's been a fearful struggle," said one white-haired couple, working steadily as they talked, "but, thank God, we've managed to put the children to something better, for this ain't no sort of a living. We'm no better off on Saturday than when we began on the Monday, and worked early and late all week." I thought of the 12- they might earn between them, possibly 14- in good weeks, and deducted the 3 6 rent and 1/6 "breeze," leaving 9- at best for food and clothes, household coal, lamp oil, soap, medicine, etc., for two people.

Legislation and the Factory Acts seem to have passed by this pretty corner of the Midlands, with its pitiful tragedy of work,—for men and women alike labour from 6 a.m. to 11 p.m. and "do our 'ousework when we ought to be sleepin'," as one woman cheerily explained; and some of the sweaters still pay in truck, though only in breeze and flour.

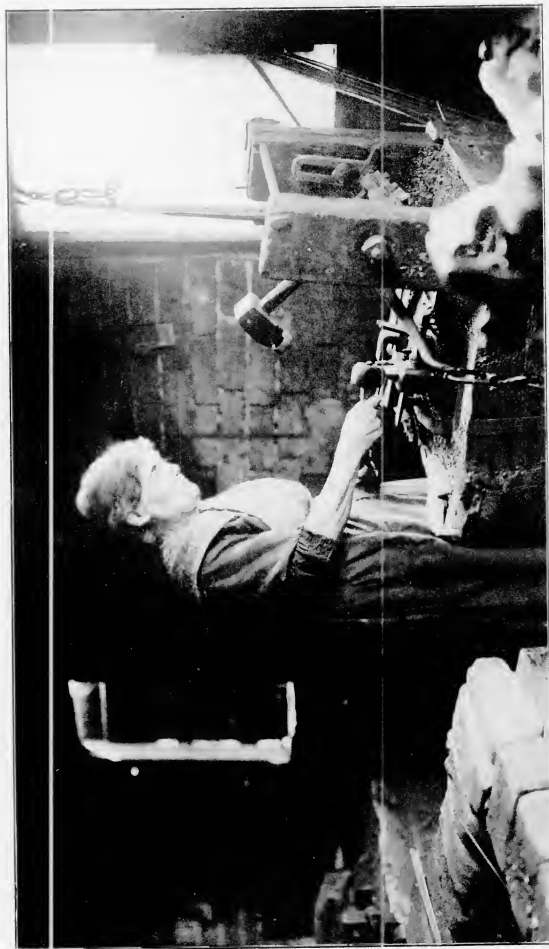
It is the allotments and small holdings that save them from starving. Eleven years ago twelve of the most desperate took over a field, and though scarcely able to find money for seed at first, have succeeded in making it pay, some of the more fortunate having given up nailing and gone "back to the land" as a better job. The Worcester County Council now provide allotments and small holdings, and a considerable number of men have taken advantage of them. But those who were too poor or too old are still nailing for 7/- to 10/- a week, with only the Workhouse facing them at the last.

RACQUET AND TENNIS BALL COVERING.

By CLEMENTINA BLACK.

THE covering of racquet balls and of tennis balls is mainly, if not wholly, carried on in the homes of the workers. The trades though closely allied, are distinct, and the woman who sews the leather-covered racquet ball is not the same person who sews the felt-covered tennis ball.

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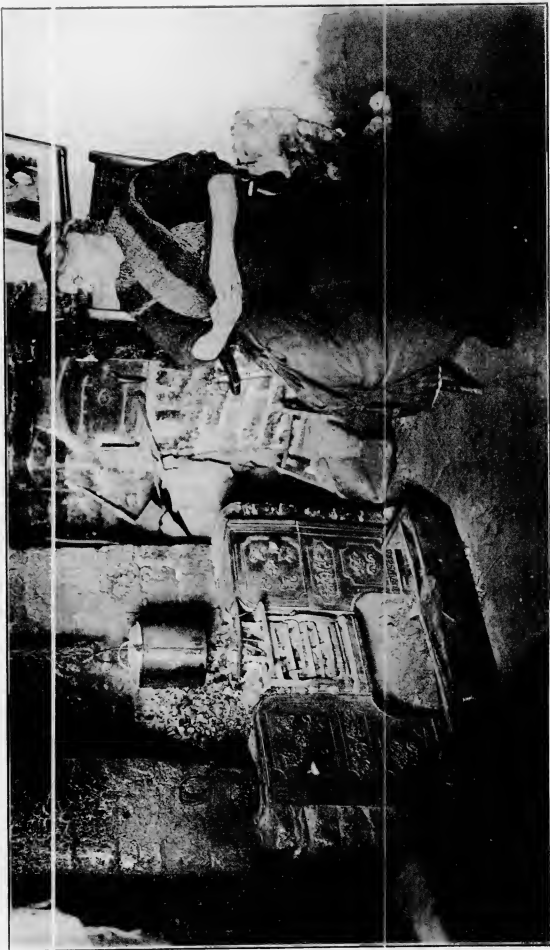
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A BROMSGROVE NAIL MAIER AT HOME.

difference in diameter between each size and the next, being about half-an-inch.

The cores or centres, which are handed to the covers ready prepared, are apparently made of shreds of cloth, compressed—probably in a damp state and in some sort of mould—into a little globe. Over this strands of hemp are wound. These little dust-coloured, stringy, circular objects look not unlike the cocoons of some large unfamiliar moth.

Together with a gross of such centres the coverer receives a gross of squares of white leather, just large enough, or barely large enough, to enclose a centre. Thread, generally red, but occasionally blue is also provided by the employer. The squares of leather (generally spoken of as kid, but in fact lambskin or sheepskin) must next be damped in a cloth. Then, laying the square of damp skin in her left hand, the worker places in its centre the hemp covered core, pulls the skin tightly over it, pares off with a pair of sharp scissors any superfluous leather, and sews together with neat regular stitches the edges at their meeting places. While still damp, the ball must be rolled, so as to smooth down any projection of the seam. This rolling is best effected between two slabs of marble, the upper one of which need be only a little larger than the ball. Considerable pressure is necessary; but in the hands of a practised worker the process is a quick one. These slabs of marble are not provided by the employer, and many women roll their balls between two plates; to do this takes rather longer, because a plate will not bear so much pressure as the slab. The scissors also have to be provided and kept sharp by the coverer.

The usual rates of pay for balls of the smallest size is 2/- a gross. For the largest size the price of 4/- is quoted; but it seems to be the fact that some employers pay less. Some years ago balls of the smallest size were found being covered at the rate of 1/10 per gross. No instance of this has as yet appeared in the enquires made for the purposes of this exhibition, but it is possible that there is at least one employer who still pays at this rate.

This industry being almost entirely a supplementary one, it is difficult to estimate daily or weekly earnings. Few women give more than odd hours to it. It seems unlikely, however, that more than half a gross of balls could be covered in a day by a steady worker, observing the hours of the Factory Acts. The work is clean, light, and not cumbersome, and there is not much slack time. It must, however, be well done, and balls are sometimes rejected for defects in the leather, for which the worker is not responsible.

Tennis balls, with an india-rubber core, and an outer covering of immaculately white felt or cloth, are handed to the worker in boxes of a dozen, the covering already fitted on. The seams, as everybody knows who has ever handled a lawn-tennis ball, are curiously curved, and it is the business of the coverer to sew these,



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taking her even and close stitches exactly half way through the thick cloth. To go entirely through would risk damage to the india-rubber; to go not far enough will cause the ball to burst early in its career. There must be no stain or finger-mark upon the ball, nor must it be exposed longer than absolutely necessary to the air, tennis balls having a fatal tendency to "go soft." For this reason the employer gives out comparatively few at a time, and requires their prompt return. Sixpence a dozen is the usual rate of pay. "Specials" (*i.e.*, club balls of particular colours) are not generally paid at a higher rate. Eightpence a dozen for the very best kind of work was reported by hearsay.

Some years ago, investigation showed the current rate to be 4-d. per dozen; only the best kind of balls producing sixpence. Whether the sixpence of the present day represents an advance, or only the survival of the better type of ball was not ascertained.

Thread is provided by the worker.

This trade, which used to be slack for many months of the year, has become much more regular, and it is said now to be slack for only about two months each autumn.

Many workers cannot do more than half-a-dozen balls in an hour. One superior and intelligent young married woman can do a gross in an hour. Her case was one of the many instances in which a well-fed, well-housed, happily circumstanced woman, not dependent upon her own work, earns a higher wage, at the same piece-work rate, than women who depend entirely on their own exertions.

Racquet balls appear in a London Stores list at 21/- a gross; fives balls at 27/6 and 33/- a gross; yard balls (for which the coverer receives 4/- a gross) at 6/6 a dozen.

Tennis balls begin at 6/- a dozen ("ordinary, covered,") and rise to 8/3, 8/6, 9/6, 10/6 and 12/-.

DRESSMAKING.

By MARY NEAL.

It is difficult to describe in a short article a trade in which so many grades of workers are employed, for there is a world of difference between those employed in a first class West-end house and those who make dresses for working folks, or are employed by firms turning out ready-made articles.

For the purpose of this article, therefore, I shall confine myself to those who work for the West-end trade.

I should like first of all to record my personal observations made during the last ten years, because from them one gathers how much and in what way agitations and exhibitions such as this affect trade.

Some eight years ago I wrote an account of the evils existing, especially in connection with West End dressmaking and tailoring, and I was able to quote case after case of hardship and wrong. The improvement which I see to-day, judging largely from the girls whom I know in my Club, is very considerable, and I could not conscientiously write to-day what was perfectly true eight or ten years ago. I believe that this is largely owing to the awakening of



SKIRT WORKERS.

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But there is still much to be done before either men or women can wear even really good and expensive clothing with a clear conscience, and I propose to point out what still needs to be done.

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But there is still much to be done before either men or women can wear even really good and expensive clothing with a clear conscience, and I propose to point out what still needs to be done.

Season Work.—From the workers' point of view the fact that dress making is a season trade is its greatest drawback. Roughly, the season is from the week before Easter to the second week in July, with a slack few days at Easter and Whitsuntide, and a short autumn season in October and beginning of November. This means that it is quite usual for a girl to be on short-time or out of work altogether for several months in the year. Of course this gives the casual enquirer very little idea of the actual wages earned. A work girl is always plucky, and she likes to put the best face on things, also to give herself the advantage of her best week's money



WAIST-BELT MAKERS.

when applying for work. Last week I had occasion to ask a very good dressmaker what she earned. "£1 a week," was her reply. "Do you have much slack time?" I asked. "Yes, I don't suppose I average more than 14s. a week all the year round." She is 30 years of age, works in Oxford Street, and has been in the trade all her life. She will never earn more, because unless a girl is especially lucky in becoming a fitter or first hand, she reaches her maximum wage-earning capacity quite young, and before a year or

two is over she earns less sooner than more each time she changes her place.

Another drawback to the trade is that a girl is apt to be kept *exclusively to one branch of work*, as for instance, sleeves, and so she finds it very difficult to get an all-round knowledge without constantly changing places, and almost starting fresh each time. Few girls can afford to do this, and so they go on year in year out at the same thing, and soon lose all enterprise and desire to improve. If one is interested in a girl one has to urge her to "try her luck" again and again, and be prepared to stand in and help her if things turn out too hard for her.

The trade is not a healthy one, the constant sitting and stooping over the work soon means bent backs and anæmic blood. The longest hours come in the hottest time of the year; there are few dressmakers who have spent a June day otherwise than in a heated and stuffy workroom.

I think, too, that the *display and luxury* with which young girls just at the age when they love finery and pleasure are brought into contact, is very bad for them, the contrast between their lives of drudgery and the lives of the girls for whom they make pretty frocks, for parties of all sorts, for open-air pleasures and indoor revels, cannot fail to give them false ideas of what real beauty is, and I know that in some of them, often of the finest spirit, it implants a bitterness which no after experience can obliterate. But I have learned that no smallest accepted responsibility on the part of the purchaser, no smallest effort towards a more human relationship with those who work is lost, and that the years as they pass are bringing nearer and still nearer a time when a sane, wholesome and beautiful life will not be impossible to anyone who contributes to the wealth of the community.

NOTES ON THE MANUFACTURE OF CIGARETTE CASES.

By LILY H. MONTAGU.

IN connection with the manufacture of cigarettes there is a special branch of home work which means considerable suffering to the makers. It is very doubtful whether one in a thousand of the people to whom the luxury of cigarette smoking has become a necessity of life, realises how these cigarettes are produced. As a rule, in the West End at least, the employer probably knows very little about the details of the production beyond paying the workers he uses on his premises.

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There are two main divisions in the production of cigarettes, *i.e.*, the flat and the round cigarettes. The average rate of payment for flat is from 4/6 to 5/6 a thousand, and for round cigarettes 2/6 and exceptionally 3/- to 3/6 a thousand. Occasionally girls are paid 2/- a thousand for round cigarettes by the same firm who pay their men 2/6 for exactly the same work. It is obvious that workers in order to make a living wage must have outside help for making cigarette cases. As a firm seldom makes any provision for this work the cigarette maker must make his own arrangements for outworkers. This work is very often done by girls working in their



CIGARETTE CASE MAKERS.

homes at night after they leave the factory. They do it they say to oblige, and they rejoice in thus earning a few extra shillings. There are girls and women employed by day who live by making these cases. These girls are paid 4d. or 4½d. a thousand for round cases, and 6d. or 7d. for flat. It must be remembered that this sum is paid out of the cigarette maker's inadequate wage. Working all day, two girls between them can make 18/- a week at this work. This amount is earned by members of a family, of whom a representative will be at the Exhibition. One of the sisters is stronger than

the others, and she starts at six in the morning and works till one o'clock at night in the busy time, and earns about 16/- a week. The work is absolutely deadening, as it requires no intelligence of any sort—merely quick fingers and concentration, qualities which a machine would carry out admirably, but would be rather more expensive. Quite recently there was a firm who paid its cigarette makers so little that one of them could only afford to pay 1/6 for 24,000 cases, but now this work is done by machinery. In the East End, 2/- a thousand is often paid to cigarette makers who can only afford to pay 3d. a thousand for their cases.

The workers use a kind of coarse, starch paste, and lick the cases to fasten them. They follow this unpleasant method because any other contrivance for moistening them would involve greater expenditure of time. There is little slack time in the year, but more cigarettes are usually made in the summer than the winter.

The 4½d. cases when made into cigarettes are sold sometimes in the West End at 75/- a thousand or 8/- a hundred.

The rooms in which the work is done varies with the personal habits and earning powers of the residents. The worker represented at the Exhibition works in a bright kitchen, but lives underground always. One of the sisters suffers from chronic bronchitis, and they all are very anæmic, due chiefly to the stooping position in which they work, and to the airless atmosphere in which they live. They are able to maintain their vitality because their observance of the Jewish Sabbath entails upon them twenty-four hours entirely free from work every week.

WAISTCOAT MAKING.

By F. E. BARGER.

THE Waistcoat Makers are not living in a colony in any one part of London, but they may be found in any district, North, South or East, where rent are low and food is cheap. There are many grades of work, but the poorer and less skilled it is, the lower is the neighbourhood where you will find the workers, and, naturally, the East End draws many of them. Picture the small living room of a home in Bethnal Green. It is so filled with piles of waistcoats that there is only just room for the sewing machine and the three occupants: the mother, the married daughter who comes in to help her and the son who has come in for a meal. The husband

There are two main divisions in the production of cigarettes, *i.e.*, the flat and the round cigarettes. The average rate of payment for flat is from 4/6 to 5/6 a thousand, and for round cigarettes 2/6 and exceptionally 3/- to 3/6 a thousand. Occasionally girls are paid 2/- a thousand for round cigarettes by the same firm who pay their men 2/6 for exactly the same work. It is obvious that workers in order to make a living wage must have outside help for making cigarette cases. As a firm seldom makes any provision for this work the cigarette maker must make his own arrangements for outworkers. This work is very often done by girls working in their



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is generally out of work, but the son "helps a little." He is out of work too, because he took part in a strike, but he draws an allowance from his Union. The mother, Mrs. G., is a waistcoat maker, that is to say, she does all the machining in the "ready-made" waistcoat, and makes the button holes. Each one takes her from two to three hours. She is paid from 8/- to 10/- a dozen, but, as she has the cotton to provide herself, as well as the silk for the button holes, 1/- for materials must be deducted from every 8/- she earns. Her rate of pay, therefore, works out at rather less than 3d.—about $2\frac{1}{2}$ d.—per hour, and, it must be remembered, a machine has had to be bought, and the work has to be fetched and taken back—often some distance. If the two women are on full work for a week, they can, between them, earn £1. But weeks of full work come very irregularly, and, from August to Christmas, work is always very slack. The sitting all day at a machine is very trying, and Mrs. G. suffers much with her eyes. The visit ended with an outburst from her son, who denounced the work as slavery, but comforted his mother with "That will soon be altered now that the Independent Labour Party are having it all their own way." But these machine-made waistcoats for the cheap "ready-made trade" are at the lower end of the scale, the work is the least skilled branch of waistcoat making; after a time, as one woman put it, "you become a machine." Long hours, small pay for a large quantity of work done, are the conditions of this class of worker. At the other end of the scale are the waistcoats made mostly by hand for the bespoke trade of the City and West End. These too, are, as a rule, made by women at home, but this is highly-skilled work, requiring years of experience. A first-rate waistcoat maker can earn as much as £2 10s. a week, working long hours. This branch of home work has stood a rather remarkable test, for when the first Day Trade School for Girls in England was to be opened at the Borough Polytechnic, in October, 1904, waistcoat making was chosen as offering the best prospects to a girl. A course of training extending over two years was planned out, an experienced waistcoat maker was engaged to teach the trade, and an Advisory Committee of Trade Experts, who generously volunteered their services was appointed to supervise the work monthly and keep it up to the trade standards.

Since October, 1904, 18 girls have been trained in this way. 22½ hours a week are spent learning the trade, practising button-holes, putting in pockets and doing all the sewing of a waistcoat.

1½ hours are given to drawing, for the training of the eye, the ability "to keep the line straight" is one of the secrets of good work. Then, because the girl of 14 or 15, needs to have her general intelligence further cultivated, the young waistcoat makers of the Trade School spend about 5 hours a week on English and Arithmetic. They write business letters and keep accounts, as well as read some

literature and learn something of industrial history and laws. They have even, in their debates, discussed some aspects of women's work. At the end of their course they are by no means fully trained, independent workers. They lack experience and when they leave the School are really for some time continuing their training in a workroom or under some skilled home-worker, till they are able to take work themselves independently. The placing out of these girls is very carefully supervised, and the School keeps in touch with them. They can at once earn 10/- a week in a workroom or with a home-worker, and the very few who have so greatly profited by their training as to be able at once to work alone, make more, according to their quickness and skill, till they become first-class workers. The work is always cut out at the shop from which it is fetched.

The Trade School of waistcoat making is in no danger of adding to the number of ill-paid, over-worked homeworkers. The contrast between the position of these girls and of the worker first described suggests that much could be done to raise the condition of the homeworkers by teaching skilled trades and by giving a high ideal of work and of just conditions.

Still, in the case of the most favoured homeworkers there remains the danger of long hours and insanitary conditions which can only be remedied by the regulation and inspection so urgently needed.

LACE OUT-WORKERS AT NOTTINGHAM.

By W. A. APPLETON.

VISITORS to Nottingham who find their way into the districts locally known as Sneinton Elements, the Bottoms, and Poplar, will, if the day be warm and sunny, find hundreds of women and children, and occasionally a man or two, sitting on the doorsteps mending, drawing, clipping, and scolloping various kinds of lace. When the days are cold and wet, the same people will be working under less healthy and less desirable conditions indoors. If the visitor has the gift of sympathy, or if he can tumble into the vernacular, he may obtain a lot of information about phases of the lace trade, and he may incidentally hear some lurid commentaries on the characters and probable futures of those who control the particular phase these people are interested in.

If he goes about his business in the right way the menders will hold up the "pieces" for his inspection, show him the holes due to

defective workmanship, materials, or machinery; they will show him how to repair the holes, tell him how long it would take to do the work, and how much they receive for their labour. After receiving this latter information he will marvel, and if he is reasonably sane, he will make up his mind to eschew lace-mending as an occupation. Pursuing his investigations he will discover, however, that the lace-mender is to some extent an aristocrat amongst the outdoor lace-workers, and that she usually earns much more than the "drawer," the "clipper," and the "scolloper." To the drawer is allocated the task of separating the piece into breadths, and the first-class warehouse rates for this kind of work are, for insertions containing two threads, three-sixteenths of a penny per dozen yards, and the time occupied by the actual drawing will be, for a very quick hand, not less than five minutes. For "clippers," those who cut away the superfluous threads which lie between the objects in the patterns, the warehouse price is one farthing per dozen yards, and again the work will occupy a very quick hand fully five minutes. For "Scolloping" or cutting away the waste material from the front of the breadths, three farthings per dozen is the warehouse rate, but this operation will take a quick hand at least fifteen minutes.

These rates suggest earnings of from 2½d. to 3d. per hour of actual work for the quickest hands, but unfortunately from this amount the profits of the middlewoman have to be deducted. This individual bargains with the warehouse, fetches the work away, distributes it amongst her hands, sees that it is properly done and returns it to the man at the warehouse, by whom she is held responsible for damage and loss. For her services she usually deducts 33%, and her hands, if they are exceptionally quick, will, when actually employed, earn from 1½d. to 2d. per hour; her slower workers must needs rest content with about half this amount, and none are paid for the time occupied in taking the work backwards and forwards.

Earnings like these may appear to compare favourably with some other ill-paid industries, but the lace trade is notoriously fickle, and the hands may be rushed one day and unemployed the next; the average earnings therefore may and do range from 2/- to 6/- per week instead of from 5/- to 10/-. There are hundreds, however, whose wages are paid in pence and not in shillings, especially in the slack season.

It is notorious that these workers cannot live by the industry. In very many cases the work is undertaken by the married woman to eke out the scanty or irregular earnings of her husband, or it ekes out other and less reputable methods of keeping things going when the husband is studiously disinclined to work. The woman's efforts are usually supplemented by the efforts of the children, who are frequently kept from school to assist in doing the work, and to carry

it back to the middle woman when it is completed. Some there are who may try to make a living by clipping, scolloping or drawing; how they succeed God only knows.

Various attempts have been made to apportion the blame for the existing state of things and to suggest remedies, but the controversies and suggestions have as yet led to no tangible improvement. Much of the blame has been laid upon the shoulders of the middle woman, but it does not appear generally that she takes an unfair share of the amount allowed for the completed article. For her 33 per cent she fetches and takes, distributes amongst her hands, supervises and is responsible for loss and damage, and in addition, she frequently pays the few pence earned immediately the work is brought back to her charge, though she herself may only be paid by the week or month. She must certainly work very hard, and have the supervision of at least twenty-five to thirty hands if her earnings are to exceed 30/- per week; certainly not an extravagant sum when her responsibilities are considered.

The difficulty of dealing with the situation is accentuated by the character of the work; it is clean and attractive rather than otherwise, and though it is, to use a local term "dree," *i.e.*, trying for the eyes, it is not unhealthy. It can be easily sub-divided, moderate efficiency is not difficult of attainment, and it can, if the exigencies of the trade permit, be done in the spare half-hours. Beyond this, there is no organisation amongst these people, and there does not seem any human probability of combining them.

The homes in which this work is done differ in character; some are as clean as the proverbial new pin, while others are foul and evil smelling.

The most desirable remedy for this state of things would, of course, be the establishment of proper workshops, in which all the work might be done and properly supervised, and the payment of a reasonable day wage; but this remedy involves the consideration of a bewildering list of problems, most of which, at the present moment, appear to be outside the range of practical politics; and so flesh and blood must suffer, morals deteriorate, and sorrows accumulate.

FUR SEWING.

By F. E. BARGER.

N EARLY ten years ago there appeared in the "Nineteenth Century Magazine" an article by the late Mrs. Edith F. Hogg, which described one of the most degrading, unhealthy and wretchedly-paid trades carried on by women in their own



MAKING CHILDREN'S OVERALLS AND PINAPORES.

homes. This was fur-pulling, one of the chief industries of Southwark. Women pulled out the long, coarse hairs from the skins of rabbits. Many of the skins were uncleared, and a horrible sickly smell invariably told where the fur pullers worked. The fluff from the skins, not only covered everything in the room, including the workers' clothes, but got into throat and lungs, so that the women suffered from chronic bronchial catarrh and asthma, and the rate of infant mortality was high.

The writer of the above-mentioned article described her visits to poverty-stricken rooms where, in each case, the workroom was the living and sleeping-room of the family.

The pay for the work, after the worker had provided herself with a pulling knife, price 8d., and a hand-shield, price 3d., which had often to be replaced, was 11d. for pulling a "turn" of 60 skins, a "turn-and-a-half" took 12 hours to do, so that the earnings of a 12 hours day amounted to 1/4.

Mrs. Hogg's article attracted much attention and seems to have put an end to fur pulling at home. The trade was scheduled as dangerous, employers were bound to supply the sanitary authorities

with lists of their out-workers, and a recent inquiry in Southwark was met by the statement that not a single woman pulling fur was known of. The employers stopped giving work out; much that was done by hand is now done by machinery in factories, or "it is sent to workers in Belgium and America, because such a fuss is made over here." When it is done in factories the women who feed the machines and handle the fur wear "overalls," but the wages are often as low as 13/- a week and the hours from 8.30 to 7 p.m.

Although this worst kind of fur work seems to have disappeared from the home, other branches remain in which the evils are also great.

In one small room in Stepney lives a widowed Jewess, with a delicate boy of 11 and a little girl of 4. From a pile of small irregular-shaped bits of fur on the ground beside her, she takes and sews them together to cover the paper pattern of a lady's collar with long ends, this is usually 3 yards long and 4 to 5 inches broad. To do one takes her more than 7 hours, and she is paid 1/- for it. She also makes fur tails for jackets and coats, from oblong pieces of fur, which have to be lined with cotton-wool, sewn up and combed. For



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these she is paid $\frac{1}{4}$ the gross, *i.e.*, 140, and she cannot get a gross done in a 7 hours day. She is unable to work longer because she must attend to the children, cook for them and clean the room. The boy fetches the work when he comes from school at 12, and it takes him $\frac{1}{2}$ hours. It is very irregular, she never makes more than 6/- a week, and this seldom. Sometimes she can get no work and but for the 10/- a week allowed by the Jewish Board of Guardians, they would starve.

She is ill herself, narrow-chested and pale, while the boy, an out-patient at the hospital, must have plenty of good food, the doctor says. The effect on them of eating and sleeping in a room where hairs are over everything, and you "can't even have a cup of tea but they are in it," must be left to be imagined. The mother says she often has to put the work away when the boy comes in, "he begins to cough so."

Another woman, in Bethnal Green, also a widow with two children, though not a Jewess, makes the curly black fur coats which were so fashionable last winter. These are made of tiny pieces, which are roughly tacked together for her, and she sews them together, puts in the sleeves and the braid loops for buttons, so that the jacket has only to be pressed and lined. She is paid 2/6 for doing one, and, working from 9 a.m., when the children go to school, till 11 at night, she can only do three in a week.

The small pieces which make the fur collars this woman does are tacked, so that she has only to seam them together, but they are such narrow strips that the edges are difficult to find when the fur is long. These collars have long ends so that they are 3 yards long. Four tails have to be made and sewn on the ends. The whole fur collar has to be made for 1/-, and, working from 9 a.m. till 11 p.m., she can only make 4 a week. She has to provide the cotton and square-pointed needle. This work is most irregular, and between Christmas and Easter she has not been able to get any, but does a little during. They have no other means of support than the mother's work.

In this case, the work is done in the kitchen, which is shared with another family, and the woman says she works outside at the back when it is warm enough, and thinks that it is less unhealthy.

These cases are, I believe, representative of this kind of work, which seems to be the special refuge of widows. Though the most repulsive characteristics of fur-pulling are absent, yet fur sewing is accompanied by the same kind of danger to the workers and those who live in these rooms where hairs cover everything.

BEAD WORK.

By Mrs. J. RAMSAY MACDONALD.

A GREAT variety of beading is done in the homes; beading jackets and mantles, trimmings and braids of various kinds, bead ornaments, beaded belts, beading of shoes, embroidery with beads, and sequins, etc. The trade is as variable in rates of pay as in kinds of work, and is affected to some extent by the season, but still more by fashion. There are sometimes periods of several years during which bead trimmings are hardly used, whilst at the present time there is a large demand for all kinds of varieties. The work is often very trying to the eyes, as beads of different sizes, shapes, and colours have to be sorted out, counted, and arranged in patterns.

The examples shown at the exhibition include some done in London and also some done in country cottages. There are villages where a middlewoman will fetch work from London and then let it out to the villagers around, each of whom does it for a price less than that paid to the middlewoman, and the sub-contracting leads to very low wages for long and tedious hours of work.



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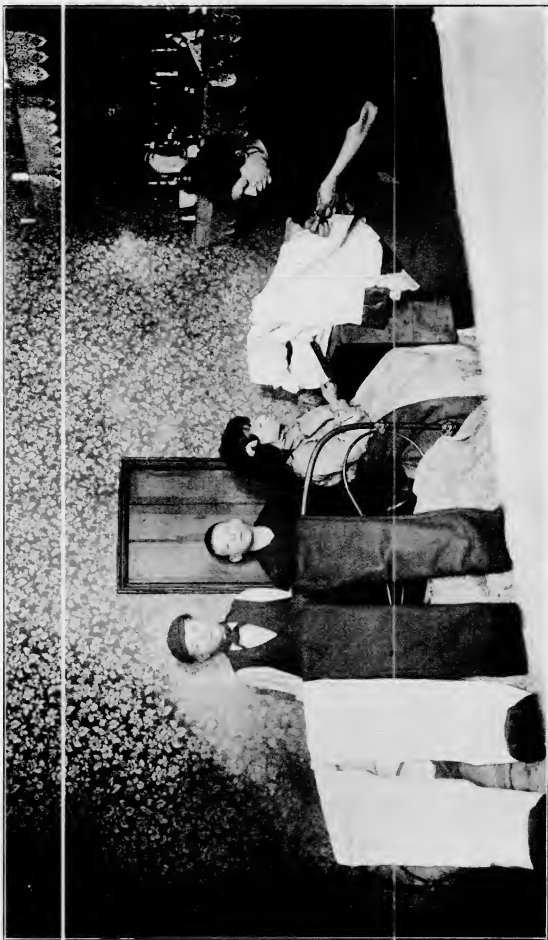
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DOLL-MAKING.



TROUSER FINISHING.

SWEATING in the TAILORING TRADE.

By JAMES MACDONALD
(Secretary of the London Trades' Council).

OUT-WORKING, home-working and sweating, are the three evils that are degrading and starving the manhood and womanhood of the tailoring industry. Yet few of our industrial problems are easier of solution, if the public only willed it.

Now and then an outcry is raised against the system, especially when some enterprising journalist dives beneath the surface and drags to the light of public gaze some of the horrible conditions associated with the making of wearing apparel, a regular furore is created, Committees investigate and report, Commissions sit and enquire, suggestions and resolutions are poured forth in shoals, and then—public conscience is satisfied, and things go on as before; the despairing cry of women workers of "Oh, for another pair of hands, Oh, for another pair of eyes," is still to be heard in the garrets and underground rooms of the sweater-driven victim. Hood's "Song of a Shirt" is as true to-day as it was when penned, and even more so, when the great improvements in our methods of production is considered. The curse of cheapness has certainly set its mark deeply on the clothing industry. A walk through any of the great thoroughfares amply demonstrates this. A suit of clothes and a pair of trousers thrown in, at a price which the ordinary tailors would get for making the coat alone, seems to have touched bottom price, and one that neither home-working, out-working, or even factory working can hope to compete with.

Perhaps it would be as well, at this point, to briefly explain the three systems referred to in the first paragraph.

An out-worker is a person who, individually, or in company with others, rents a workshop in which they make the garments for firms employing them. They are paid no more than the worker who is at work on the employer's premises, thus, on every garment made under the system, the employer saves the cost of rent, firing, lighting, wear and tear of plant, and, not the least important, is free from the responsibilities of the Factory and Workshops Act so far as they apply to women and young persons. The worker benefits to the extent that they can scamp a little of the work, not being constantly under the eye of the employer; may, by working for more firms than one, have a more constant supply of work, and can make a little profit out of employing other hands to help.

The home-worker enjoys the same advantages, with the additional advantage that members of the family can all join in the work, and can work as long as they like, and save the expense of workshop rent.



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The home-worker enjoys the same advantages, with the additional advantage that members of the family can all join in the work, and can work as long as they like, and save the expense of workshop rent.

A sweater is an employer who, to compete with the sub-division of labour and machinery, compels his employees to produce work at the same cost to him as if he used the most up-to-date methods of production.

It is easy to see that the next step from home-working is to sweating. The members of the Jewish race are generally associated with the system, but, as a matter of fact, when Jews were almost unheeded in connection with the trade, sweating had raised its ugly head in the homes of the Gentile tailor. If, however, the Jews did not introduce it, they certainly are responsible for its rapid development. They saw its possibilities and seized upon them, their fellow Gentiles have not been slow to follow the lead where they could, but the Jew can always beat them.

The Jewish sweater has a constant supply of willing workers, ignorant alike of language and customs of the country, of the industry itself, but oh, so willing, night and day a man toils for just sufficient coarse food to keep body and soul together, and, maybe, the right to sleep on the workshop board for a few hours out of the twenty-four. He is then a "greener," but in a few months he has mastered his work so far that he starts off in some garret or cellar as a full-blown sweater himself, he goes to the warehouse from whence his former employer got his work, and offers to do it at a lesser price, sends for more of his compatriots, sweats them as he was sweated himself, and they, in turn, serve him as he served his employer, and so keep alive the vicious system. The raw "greeners" of yesterday elbow out the more efficient workers of to-day, who, in turn, elbow out someone more efficient still, they, in turn, attack the bespoke branch of the trade, which had formerly been looked upon as a preserve of the Gentile craftsman. On they keep pushing and reducing the cost of labour, until the ordinary worker is by the law of self-preservation crushed out of the workshop altogether. Machinery and sub-division of labour, good in themselves, when used under a properly regulated factory system, are the weapons used to drive the skilled worker into the ranks of sweateredom. Wages may be lowered for the sake of getting more work, but the pressure of the "greeners" of to-day, and the knowledge of his coming on the morrow, as well as the pressure of the thousands of potential sweaters already waiting to embark for our shores, is there, and the seeming all-conquering Jew is steadily elbowing onward, skilled workers are, for months in the year, walking idle on the streets, whilst others, in their efforts to hold their own, are driven out of the workshops, which are used for other purposes, and turn their home into a workshop; and such a workshop! Just imagine clothes being made in a small place, which has to serve as a dining room, sitting room, bed room, kitchen, coal cellar, and workshop all in one. Many such places exist, and, mark you, the clothing made

there, is not the slop and shoddy for the poorer classes who cannot afford to pay, but are for the use of the well-to-do classes who can, and do, pay well for them. To those an appeal has been made from time to time, by the tailors' and tailoresses' society, imploring of them to insist upon seeing the places wherein their clothing is being made, with little or no result. Perhaps it is well for their ease of mind that they don't do so, if they did they would, in some instances, certainly never wear them unless they had previously been well fumigated and disinfected.



MEN'S COAT MAKERS.

As to the remedy, many and diverse opinions are held, but the public can at once begin by doing its share. Refuse to patronize any firm that cannot show their employees at work under good healthy conditions.

Bring all possible influences to bear upon public bodies who have the placing of clothing contracts, to ensure of them being carried out free from the taint of "sweateredom."

If this is done, the rest is sure to follow, and the tailoring industry be freed from the thrall of hunger and misery that has enchained it since the introduction of the sweating system.

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GLOVE-STITCHERS.

By EVELYN CARRYER.

LEICESTER—the centre of the woollen and worsted glove industry—does not altogether escape the practice of the employment of home-workers at low prices in this particular branch of the hosiery trade.

The cause is found in the exigencies of changing conditions. Strictly speaking, "Sweating" may be defined as goods fetched from the warehouse at a given price and put out to workers at starvation pay. Of this indirect labour Leicester is not guilty to any appreciable extent in the glove trade; indirect labour has nearly though not quite died out, and direct labour is the common thing. But—and this But is an ugly one—among the fast-dwindling number of glove-stitchers, low direct labour among home-workers exists to a lamentable degree. Anyone who will take the trouble to watch a deft glove-stitcher plying her needle the live-long day will agree with her that 7/- or 8/- for a full week's work is a lean wage with which to face the rent collector, to pay for coal, light clothes, food for herself and her fatherless children, and to put a bit by for the long wageless season and a bed in the earth. As one of them says—"To earn a livin' you'd 'ave to stretch all night as well as all day!" Yet she exists without night work and does her house work too—a modern wonder! For a slow stitcher to keep body and soul together all the year round on such low wages is an utter impossibility, her eighteen precious pence per week necessarily has to be supplemented by charity or the rates.

In the good old days, when the now silver-haired men were in their prime, these same men earned at the Hand frame as much as £3 a week, if they worked full time, comfortably, for seven or eight months in the year; whereas Hand-frame Knitters to-day earn but a quarter of that amount—15/- to 16/-. Clamoring discontent at £3 hastened the advent of labour-displacing machinery, and the workmen have been roughly shunted on to the rates to make room for young girls whose nimble fingers operate with marvellous dexterity the new machines worked by steam power. Machinery—the employers' necessity is the employees' bane; male labour especially suffers greatly because the manipulation of most of the new light machines is peculiarly adapted to the female hand.

The see-saw of male and female labour in the woollen glove trade has proved a distressing history. Originally, women at home knitted gloves entirely by hand, men regarding knitting as an unmanly occupation; then the hand frame let in male labour, and women became merely glove-stitchers, or twiddled their thumbs, or

turned to charring. The rotary frame impelled by steam power now gives female labour another opportunity, and women and girls being too willing to accept low wages they undercut the men who must therefore go on the labour test and smoke at street corners. It is not difficult to predict the introduction of machinery of such perfect mechanism that the combined labour of (say) one machine and a couple of female operatives will be sufficient to ensure the production of gloves now employing scores of workpeople; glove-stitchers, of course, will be known no more. By that near date may the way "back to the land," to full home-life, and to old age pensions be opened wide.

It is true that glove-stitchers are already being ousted by the circular frame, but they are still with us, and cannot yet be labelled a negligible factor in the production of gloves. Let us look at their work.

Gloves from the circular frame are seamless and absolutely complete; but gloves leave other frames with open fingers and open palm and the thumb altogether dislocated though attached by a few loops. The glove-stitcher finishes the article. She begins her daily round by fetching bundles of gloves from the factory, unpacks, and cuts the thread that binds a dozen pairs of gloves in each bundle. The skeins of worsted (provided), she cuts into half yard lengths, and places on the table by her side within easy reach, and seating herself near to the tiny window she—presto! the glove is turned inside out and her needle started to "pick up"—that is to say the needle is run through the loops at tip of "little finger," the thread pulled round tight closing the finger-end and fastened securely with half-a-dozen stitches backwards and forwards. She then seams down selvages the whole length of glove, side of the finger and hand, closing finger stall, palm and gauntlet. The next finger tip is picked up and the open side seamed; and the other fingers and thumb receive like treatment. Now the base of the thumb is carefully fixed into the palm, and the glove again turned. At the end of her day's work she counts the gloves and takes them back to the factory. A glove-stitcher must find her own seaming needle which resembles a darning (2 for 4d., eyes easily broken) and she has to thread it five times for each ungauntletted glove. A quick worker gives about five minutes to each glove, beside fetching and delivering her goods.

The rate of pay has dropped from 6½d. per dozen pairs, to prices varying from 2½d. for coarse work to 4½d. for finer work, the size of gloves (infants', girls', women's, men) being taken into consideration. Gauntletted gloves are generally stitched by machinery but when feather-stitched by hand glove-stitchers are paid 2d. or 3d. extra according to length of gauntlet and quality of work.

Obviously, then, a glove-stitcher earning 4d. per dozen pairs for

women's gloves (without gauntlets) and working at the rate of ten minutes per pair, earns 2d. per hour! It is because women can do the work at home, prices are low; at the same time the glove-stitcher's summing up of her own case is right—"To earn a livin' (not mere existence) you'd 'ave to stretch all night as well as day."

At the end of eight hours' monotonous uninterrupted work, an expert earns sixteen pence! Is not that sweater-like wage? Slower stitchers earn as little as 3d. per hour. Those stitchers whose work is limited to "picking up" (closing finger-ends) receive 14d. per dozen pairs; a skilful picker-up can finish the five finger tips in three minutes, so that in seven hours, she earns 9d. Grinding or sweating may not always be the cause of this low wage, but the fact of low wage is irrefragable.

Fortunate are the glove-stitchers who obtain a full day's work five days in the week. A picker-up, as a rule, must be satisfied with 1½ dozen per day. Nor must it be forgotten that half the year, only, May to November, makes up the busy season. Much depends on the weather, an early autumn frost is hailed with delight by those engaged in the hosiery trade, it drives the public to the counter, and continued severe weather brings welcome fresh orders. On the other hand, a poor season mercilessly robs an independent spirited glove-stitcher of her household gods—her grandfather's clock and other heirlooms that furnish her "bit of a home;" and forthwith drives the less thrifty into the "big House" in Swain Street (where paupers are manufactured), till the new season brings fresh hope and another chance—hard toil, weary waits, wretched pay notwithstanding—of hazardous self-dependence and Home.

BRUSH-MAKING.

FROM A DESCRIPTION BY THE LATE MRS. HOGG.

[The following account of women following the occupation of brush-making in their own homes was written by my friend, the late Mrs. Hogg, one of the founders of the Women's Industrial Council, nine years ago. She had made a close study of the trade, and as some present-day enquiries show much the same features, unfortunately still continuing, I reproduce her description, shortening it somewhat, from an MS. in my possession.—MRS. J. RAMSAY MACDONALD.]

Like their neighbours, the fur-pullers,* these women belong to that ropeless band of camp-followers in the army of industry into which drift all who have no specialised skill or knowledge to sell.

* Fur-pulling has disappeared from the homes, largely as the result of Mrs. Hogg's exposure of its horrible conditions.

With no standard of well-being which would forbid them to offer their monotonous labour for less than the minimum required to sustain life at that standard, living and working in isolation among all the conditions which surround extreme poverty and make combination practically impossible, their only resource an unskilled trade, in which the supply exceeds the demand to an almost unlimited extent, trampling ruthlessly upon each other in the hideous struggle for life, and with no means of judging of the economic value of their work, these hordes of unorganised, defenceless women are just in the insecure position in which they are ready victims to all the abominable evils that gather round "domestic" industries.

Time is the sole possession of these women, which they must lay out to the best advantage; and an even greater hardship than low wages is the irregularity of employment, which is the curse of almost all home industries. Often they will, after being kept idle all the day long, be given work late at night to be returned next day, the employer knowing full well that the order entails a long night of toil.

The brushes are given out in dozens, ready bored, and the workers supplied with fibre or bristles, as the case may be. Their work consists of selecting the little bundles of bristles from the heap, fastening them securely in the centre with wire, and then, with a sharp pull against the edge of the table, drawing them through the hole. They are kept in position by a wire at the back of the brush, and each row of bristles is trimmed with a large pair of shears fastened to a table-vice. The fingers, though protected by a leather shield, are often badly cut with the slipping of the wire, and the constant jerk of the drawing causes a strain to the chest. All the women complain of this. More serious accidents occasionally happen from the shears, which are hard to manipulate, and often beyond the strength of these exhausted, under-fed workers. Materials, with the exception of lamp-black for painting the backs of the brushes, are provided by the shop. As lamp-black costs something, and soot can be had for nothing, a concoction of soot and water boiled is often used as a substitute for the more expensive pigment. But the shears are a serious outlay, costing from 18s. to £1, and needing constant sharpening. Many of the drawers, never having been in possession of the capital to buy them, or being forced by hunger to "put them away," are obliged to get their trimming done at the shop, at the cost of terrible waste of time, and of iniquitous and capricious deductions in the price given for the work. Deductions are also made for short returns of fibre or bristle; sweepings, where these have to be returned to the shop. The material is weighed out and weighed in. It is calculated that if the material weighed so much, the clippings or sweepings ought

to weigh so much; but the worker is never told *how* much, and has no means of checking the calculation; yet if the amount is short, she either "gets the sack," or has to pay for the deficiency.

The rate of payment varies with the number of holes and the quality of brush, bristles always commanding a higher rate than fibre. Coarse fibre scrubbing-brushes fetch anything from 3½d. to 1/- per dozen. One woman will make brushes with 145 holes for 10d., while another will get 9d. for brushes with only 100. There is no uniformity of payment; it all depends, they tell you, on the shop you work for. But the more holes a brush has, the more work it



BRISTLE PICKERS.

entails, and the higher rate of payment per dozen by no means ensures a higher weekly income. The fibre-drawers rarely make more than 7/- to 8/- for a week of seventy-two hours. Taking into consideration the various lets and hindrances to which they are subject, and the time wasted at the shop, 6/- would fairly represent the average during the season when it suits the masters to keep them regularly employed. This is not a sum on which it is possible to exercise the laudable practice of thrift, and

there is nothing to spare for the days and weeks when even the right to toil is denied them, and when habitual lack of sufficient nourishment must mean the gradual decay of power to carry on the struggle. Those of them who are fortunate enough and skilful enough to get bristle-work are better paid, the brushes fetching from 9d. to 2/6, or even 3/6 per dozen. These are stove brushes, spoke brushes, horse brushes, shoe brushes, etc.

When children are about 10 years old, they begin to learn the drawing, and it is no uncommon thing to find them hard at work during the dinner-hour, and as soon as school is over. They are employed, of course, as messengers to the shop, no easy errand when the brushes have to be taken to the shears, and the load is a heavy one. It is one of the melancholy features of the neighbourhood to see sickly children, hardly more than infants, staggering along in the wind and rain, splashed from head to foot by the black greasy mud, panting for breath, and with every muscle of their rickety little bodies strained beneath the load, upon which the chance of next day's dinner depends.

It is only by seeing the homes of the brush-drawers that it is possible to realise all that is implied in the carrying on of a trade, and of the travesty of family life in one single room, or the misery of these lives of endless toil, where the tragedy which endures on is so much more pitiful than the tragedy to which death brings rest from labour.

MATCH BOX MAKING.

By L. G. CHIOZZA MONEY, M.P.

THE making of the familiar match box is a home industry which is frequently carried on under the most distressing conditions. The art is easily learned, although the lightning-like rapidity with which the many parts are handled and put together is astonishing when first witnessed.

Six pieces of material go to the making of a match box. The little sliding tray or container is formed from two pieces of chip and a piece of paper. The case consists of one piece of chip, folded and held together by a piece of paper of almost the same size, with a piece of striking paper stuck on one of its long edges. A considerable number of motions is involved in the making of both case and container, and only great rapidity exercised for long hours at a stretch enables the worker to earn even a bare pittance at the task. Case and container are made separately, and when dried, fitted together, and bundled ready to take back to the factory.

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MATCH-BOX MAKERS.

It is a custom in the trade for the home workers to find their own paste and string for bundling. The worker fetches the material from the factory and takes back the finished boxes. Sometimes a child performs this office, and the present writer well remembers visiting a poor home where more than its accustomed woe prevailed because one of the elder children, on the previous day, had lost in returning home the miserable earnings of twenty-four hours.

The strips of chip which form the case and the container are supplied to the workers dented, so that they readily bend into shape. Even so, the work in a single box is considerable.

And what is the pay? For making 144 boxes of ordinary size (one gross) the remuneration is **TWOPENCE**.

A man and wife, working together, can make about twelve gross in a day, thus earning 2/-, or say 12/- in a week. A woman with a child's help can make perhaps 7/6 or 8/- per week—when the work is to be had.

In twelve gross of boxes there are 10,368 pieces of chip and paper (1,728 boxes each of six pieces).

Match boxes are often made under the most filthy and revolting conditions. The nice clean-looking box of matches may have been fashioned by a consumptive in a room reeking with pestilential matter. The writer of this note has seen them thus made, and has reason to believe that they are frequently thus made.

What is true of the match box is true also of many of the little chip and paper boxes which are used by nail makers and other manufacturers. In a single room in East London, the present writer has found match boxes bearing a Liverpool address and tack boxes bearing a Midland hand. Thereby hangs a tale.

In the *Daily News* the writer published the names and addresses of the two firms concerned. The match firm was Messrs. Maguire, Miller and Co., of Liverpool. A correspondent wrote them directing their attention to the dreadful conditions under which their boxes were being made. Messrs. Maguire, Miller and Co. replied on November 25th, 1905, saying that: "We have had our boxes made by a London firm, but were always under the impression that they were made mostly on the premises and under proper conditions;



MATCH AND TIN-TACK BOX MAKING.



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MATCH AND TIN-TACK BOX MAKING.

we are making enquiries into this matter, and may say we are as strongly opposed to this system of work as you are."

In the same way the nail manufacturers were found to be quite unaware of the origin of the boxes they used. The following letter was received from Messrs. Kynoch, Limited:—

TO THE EDITOR OF THE "DAILY NEWS."

"SIR,—Our attention has been drawn to the remarks under the above heading in your issues of the 24th and 30th November, in regard to tack-boxes purchased by Hadley and Shorthouse, Limited, Mitre Works, Birmingham.

"Hadley and Shorthouse, Limited, is a Kynoch company, and were buying the boxes from Messrs. J. Deaton and Sons, Usher Road, Old Ford, London, who they believed were the manufacturers.

"We have written Messrs. Deaton inviting their remarks, and in the meantime have pleasure in enclosing our cheque value one guinea as a contribution towards the relief of the family who, it appears, were working under such distressing conditions.—Yours faithfully, for Kynoch, Limited,

"FRANK HUXHAM,

"Secretary and Manager."

Some actual good was thus effected by publicity, and the Committee are entitled to hope that similar results may follow from the present Exhibition.

JEWEL CASE MAKING IN LONDON.

*Extract from an Account of the Trade in the Women's Industrial News, June, 1904,
by Mrs. J. L. HAMMOND.*

THE Trade is a small one, and is carried on almost exclusively in two districts, Soho and Clerkenwell. In Soho, work is done almost entirely on the premises, in Clerkenwell a good deal is given out, either to home workers or else to middlewomen, who, in their turn, employ several girls. In both districts the workshops vary from large airy rooms, built for the purpose, to tenement dwellings where a man is working alone or with a girl or two to help him. The latter are described by an investigator thus: "The workshop is a small and tumble-down looking affair on the ground floor of an ordinary tenement house, built round two sides of the back yard. In it work the master, a man, a boy, and three girls."

The work done by the women consists, primarily, of covering and lining cases of all kinds for jewellery, for plate, razors, pipes, spectacles, &c. The cases vary in quality from those made for

priceless diamond necklaces, or even for Coronation Insignia, down to those which are turned out by the hundred for cheap sham jewellery.

The case comes into the women's hands from the men's shop, ready made, with clasp and hinge complete, and the women's task is, first to cover the outside with leather or velvet, or whatever the material chosen may be, and, secondly, to line the inside with velvet, or satin, or silk. The material in each instance must be cut to fit, and is fastened on usually by the fingers, or occasionally by a few simple tools. Any lettering or gold ornamentation on the material is stamped on by men. Besides case-making proper, the trade also embraces the making of fittings for the shop windows of jewellers, &c., which includes stands, such as the dummy necks on which necklaces are displayed, and shop front cases of all sorts. These it is the women's work to cover with velvet, &c.

The two divisions of the girls' work, covering and lining, are regarded as distinct branches of the trade, and are usually done by different workers. Lining is the superior branch, and is said "to require more skill and taste." Although there is nothing to indicate it in the names, the distinction between the two branches often seems to depend more on the material used than on the process, as the covering of the cases, when velvet is used, comes within the liners' scope.

In Soho the cases are invariably made of wood; in Clerkenwell cardboard is occasionally used, and one woman was visited who works at home by herself making these cardboard boxes. It is in Clerkenwell that complaints of German competition are poured out, as such competition affects the cheap and ready-made article, and not the better work. One employer who complained of slackness owing to German competition, summed up the reason thus, "They have some method of using cardboard, which is much cheaper than wood. It is not the English custom to use the cheap stuff, but it is cutting out ours. Girls can be got abroad at cheap rates."

Neat and dexterous fingers, daintiness, and a certain amount of taste are a necessity for the worker, and a "hot hand" is said to be fatal, as it spoils the costly velvet or satin. No special strength or intelligence is needed, and the trade can be described as healthy, so far as that epithet can be applied to any confined employment. The glue is found trying by some workers, but it is said to be free from any particularly objectionable smell, as it has to be of good quality.

The training required for the trade is long, and indentures or a signed paper are the rule. During their long training the girls do not by any means always learn both covering and lining, indeed, to do so seems the exception.

Experience gained in former investigations leads one to take any average or ordinary wage quoted by an employer as represent-

ing the better wages earned by some of his workers. An excellent example of this tendency was shown by one employer who gave wages as ranging from 20s. to 30s., and immediately afterwards instanced as a case of a remarkably good worker, a girl who takes 25s. a week. Another firm stated that 6d. an hour was an average wage, and that wages ranged from 16s. to 20s., whereas if 6d. an hour were paid, the average wage must be 22s., even at the short hours worked. On the same principle the low wages quoted often represent ordinary wages. Remembering this and using information from other sources, we find it safe to say that the wages of bad workers are 10s. to 12s. a week, of moderate workers 15s. a week, of good workers 18s. to 20s. a week, of exceptional workers 25s. to 30s. a week. In Clerkenwell the wages do not seem to go up as high as the 30s. that is sometimes paid in Soho, but the average is said to be high.

Most of the married workers do home work, of which there is a fair amount in busy times in Clerkenwell, but very little in Soho. Work in the latter district is occasionally given out to former workers who have left to get married, but this is an exception. Probably the reason given by an employer of the rareness of home work in Soho is correct, *i.e.*, that "the very best work is better done on the premises." In Clerkenwell it is much more a regular custom to employ out workers, nor do the employers seem ashamed of doing so, or try to conceal the fact, which probably means that the evils so often associated with home work are absent. For one firm the out workers are said to be able to earn 4s. to 5s. a day at irregular intervals. Another master gave 50s. as the possible weekly earnings of an out worker, though, he remarked, "she would have to work hard, of course." Another small employer sends all his work out to one married woman, who works for him and for two others, and who can get as much as £2 a week, "but then she probably has to work more than the 54 hours which she would do in a shop." Another large firm pays 6d. an hour to its home workers, but they must find their own glue.

Small though the trade is, this report will show the difficulty of generalising about it, as the methods of work and experiences of different firms vary so much. It is, however safe to say that the trade is skilled and high class, and offers steady work, and, as women's wages go, good wages to those who are able to find a vacancy and to undergo a long training.

Note added by Mrs. J. R. MACDONALD, April, 1906.

The above extracts from a report of an investigation into this trade by the Women's Industrial Council, show that it includes some of the aristocracy of home workers. Even with these, however, some of the usual disadvantages of homework are present. Longer hours are often worked than the law allows in workshops, the

workers have to supply some of their own materials, and to work in their own small dark living rooms, and the outdoor hands are the first to be dispensed with when business is dull.

There is, however, some of this work done at home which quite merits the term "Sweating." The worker, some of whose work is shewn, is a widow who has taken to the trade again to help keep herself since her husband's death. She finds that there is little demand now for the better class of work, and she is driven to making comparatively common little cardboard boxes, which, however, need neat and dexterous handling for the fitting and lining. For little ring boxes she has to do a gross for 33, turning up the flat cardboards, covering them with paper, and putting in the shaped lining, finding her own paste and tools. For lining alone she gets 1/9 a gross. The price has been beaten down considerably of late years. Even this work is very uncertain. Before Christmas she was very busy, and could hardly meet the demands of her employer, having to go to and fro in all weathers with her bundles, and to work early and late. Now she can get no work, and has to wait on the chance of another busy time. Hence she is no better off, in spite of her skilled training, than the most unskilled of our sweated home workers.

COFFIN TASSEL MAKING.

By GRACE CULLODEN.

COFFIN tassel making is an easily learned home industry. It is taught gratuitously to any woman anxious to join the ranks of these very poorly paid workers.

Very little skill is necessary, and even children can be employed to help the worker in various ways.

Materials are provided for the workers, and consist of wool or silk strands cut to the required length to form the tassel, skeins of wool or silk to make the netting, which is a trellis stitch worked on the head of the tassel to give it a finished appearance, and, lastly, the wooden bobbins forming the tassel-head when covered by the wool or silk employed.

This industry is found very "back-breaking work" by the women, and is often injurious to the eyes. The tassels are made in various shades of brown and in white and black. The oak shade, owing to the dye employed, is found to be very harmful to some workers, affecting their breathing, giving a choking sensation, and also injuring the teeth.

A woman may work from early morning till night time and yet scarcely manage to make $1/3$ a day, and it is only by working very hard that $7/6$ a week can be earned.

The rate of pay is as follows:—

Cotton tassels, plain	...	...	6d.	per gross
" " netted	...	...	1/-	"
Cheap wool, netted and beaded	...	...	1/3	"
Best " " "	...	...	1/6	"
For covering plain ones	...	...	1/-	"
For netting silk tassels	...	...	1/6	"

Needless to say, the workers are among the very poorest, unless there is husband or child working as well. Rents are cheap in the district where these details were collected, and it is possible to have a tiny room for 1/- or $1/6$ a week, a larger room, or more than one, costing proportionately more.

These outworkers are almost invariably clean and sober, as well as, perforce, industrious.

MILITARY EMBROIDERY.

By Mrs. J. RAMSAY MACDONALD.

EMBROIDERY work done at home does not bring in quite such starvation wages as many of the unskilled home industries, but in noticing the prices paid we must remember that it is a skilled trade—that to do it properly the worker must have both art and practised dexterity, and that the workers have to go through an apprenticeship of four years, with wages usually beginning at 2/- and rising 2/- each year, and then a further period, varying according to their skill, before they are expected to be proficient.

The embroideress who is working at the Exhibition reckons her earnings at about 4d. an hour with an average firm. She has worked for firms which pay much less than that, and on common worsted embroidery has had as little as 2½d. an hour. For military work at an average firm she gets 9d. a dozen for embroidering diamonds and stars on cloth, 2d. a pair for straps with three letters on them. For her frames she had to pay 18/- for two; these last a lifetime. But the 4d. an hour is dependent on whether she can get work, and there is much slack time. The highest she ever earned in a week, she says, was 18/-; 12/- she considers a good week, and the times when she can get no work are getting more frequent.

Gold and silver work, and better class work for officers, etc., is paid more highly, but also needs more skill, and this, too, is subject to fluctuations. The same tale is told by many homeworkers in the trade. They used to have good work, and plenty of it, but now there are long irregular times of slackness, and the sweating firms pay a price which is cruel. The slackness is due partly to the greater use of metal letters instead of embroidered ones for uniforms. The low wages are due to competition for contracts. It ought to be impossible for Government work to be given out at sweating rates. On paper it is so. In the "form of tender for



MILITARY EMBROIDERY.

clothing to be delivered by the contractor to the War Office" the following appears among the conditions of contract:—

"No portion of this Contract shall be transferred without the written permission of the Secretary of State for War—sub-letting, other than that which may be customary in the trades concerned, is prohibited. The wages paid in the execution of this Contract shall be those generally accepted as current in each trade for competent workmen in the district

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where the work is carried out. (Resolution of the House of Commons, dated 13th July, 1891)."

Inquiries made by the Women's Industrial Council as to the present conditions in that part of clothing which comes under the heading of military embroidery showed the disregard of the prohibition of sub-letting, and the utter futility of the provision which is supposed to ensure a fair wage. Wages current in the district implies no standard at all in the case of unorganised women workers. Nor is any attempt made by the Government authorities to put any meaning into the phrase by inquiring into the rates of wages paid on work done for them. Employer after employer whom we asked about this laughed at the inquiry. "Fair wages shift according to your conscience," "It's all tommy rot putting that in the contract—nobody ever asks us what we pay," were the sort of answers we got, and the better-class employers deplored the fact that they could not compete with the cut prices offered by sweating firms, and said they would like a standard set and kept to for the wages to be paid.

On the matter of home work the form of tender is equally disregarded. The members of the Women's Industrial Council, after seeing the prevalence of home work, could hardly believe that these words appear in the official forms:—

"The Contractor undertakes that all garments included in this Contract shall be made up, and the material cut out, in his own Factory, as specified in the Schedule, and that no work shall be done at the homes of the workpeople."

Besides the home workers whom we know personally, employer after employer told us he employed out-workers, and indeed it was generally mentioned as one of the chief advantages of the trade that after a girl had served her apprenticeship she could so easily get work to do at home.

We found that the home workers usually got the work only after the apprentices and other indoor hands were fully supplied, this extra irregularity of home work being one of its most common disadvantages, and one difficult to meet.

I do not myself see, however, that in military and naval embroidery there is any good reason for the prohibition of home work if ample precautions are taken against infection. With regard to the making up of coats and trousers and uniforms for Government officials, there may be a good deal to be said against home work: it leads so easily to sweating and overcrowding the home. But the skilled work of embroidery is not specially unsuitable for doing in dwelling-rooms. If, however, any home work is to be allowed, it should not be forbidden in the form of contract. The present disregard of the conditions laid down turns the idea of Government as a model employer into mockery. At the beginning

of this year we were no further forward than at the time of the House of Lords inquiry into the Sweating System, 1890, when the Lords Committee reported as follows:—

"GOVERNMENT CONTRACTS.

"143. In inquiring into this part of the subject, we have no reason to doubt that sweating has been carried on to the detriment of the public service and also of the workers, who did not receive the whole of the moneys voted for the purpose of their payment. And further that the public do not always receive the value of their money, keeping in view the nature of the goods supplied.

"144. A Factory Clause is now inserted into Government contracts providing that the work given by the War Office shall be done on the premises of the contractor. The penalty for the infraction of this clause is £100, but whilst some witnesses spoke to the infraction of the clause, in no case did it appear that the penalty had been enforced previous to the investigation of this Committee. In examination, Mr. G. D. Ramsay, the Superintendent of the Army Clothing at Pimlico, was asked whose duty it was to see the Factory Clause carried out. His answer was, "I do not know whether we consider it anybody's duty." Mr. Ramsay owned that the Department had never taken steps to ascertain whether the contractors had actually complied with the Factory Clause or not. So, too, Mr. Nepean was asked whether anyone was responsible for the discharge of this duty, and his answer was "Not at present." It was put to him that if a tender was made below the price at which he knew work could be executed in the Pimlico Factory, would he not infer that the contract would pass into the hands of sweaters? "The facts," he answered, "would lead to that idea, certainly." Mr. Ramsay stated that the work could not be done so cheaply in the Factory as outside. That in former days, when the Department was "not so very strict" as to the acceptance of tenders, the Jew sweater always beat the factories in the tenders, and he admitted that not only was there a temptation to violate the Factory Clause, but that there is no way of finding out whether the contractor violates it or not. Under great and sudden pressure of work, contracts would be put out again as in former years. "I am inclined to be afraid that during a pressure of that kind we should not be too particular as to the enforcement of the Factory Clause. It would be impossible to enforce the Factory Clause if there were a sudden demand for clothing, we should be only too glad to get the clothing, wherever it was made, to mind how." Mr. Nepean, at a later date of the inquiries acknowledged that the evidence before the Committee showed that the War Office contracts had been some years used "as a vehicle for sweating," and that the work has been handed down from contractor to gang-master, "and that the gang-masters had prices given them by the contractors, of

which we knew nothing, and which necessitated the grant of low wages to the actual worker, and that the whole of the sweating business has been carried out almost under the protection of the War Office."

The present Government, however, has several times expressed its intention to carry out its professions as to being a model employer in actual practice as well as on paper, and the Minister of War has expressed himself as sympathetic on this matter. He has promised to put in force some system of inspection by which fair wages shall be secured for those employed by contractors on military embroidery. He has also expressed in a practical way his desire to put down sweating, by aiding us to show it up at this Exhibition, and has most kindly supplied from the Pimlico Army Clothing Factory the material upon which our military embroideress will work at the Hall. For this the Committee have to tender him their most sincere thanks.



BOOT UPPER MAKING.



VAMP BEADERS.

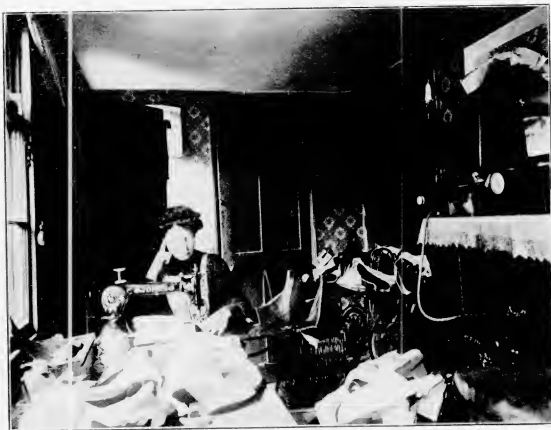
SWEATED BOOT & SHOE WORK.

By Miss WILSON, Secretary of the Women's Section Leicester Boot and Shoe Trade Union.

GENERALLY the small work is the most badly sweated. Small strap shoes: these are usually inked and closed and rubbed down, then silked, linings made and fitted. Straps are usually turned in all round, in some classes of work there are 3 straps in one, with slits across the straps, which require extra machining, 2 rows on vamps and buttons, stitching on straps. When finished, buttoned up, and cleaned off, the handsome sum of 10d. per dozen is paid for them, the workers to find the room to work in, also the machine, thread, paste, and ink, reducing it to 7d. or 8d. per dozen, according to the amount of thread and needles used in the work.

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Buttoned and laced boots and shoes figure very largely in sweated labour; in these the linings are made, topbands machined on, quarters are inked and closed, then rubbed down, sometimes silked down seam of back; if laced boots or shoes, the facings are measured and machined on, the tops are next fitted on to the linings usually turned in all round, but sometimes the tops are bagged, which require extra machining, they are next machined all round, tacked together, and the vamps machined on; if the work is buttoned, there is extra labour put in in the making of the button bit. This class of work is paid for at the rate of 10d. or 1/- per dozen, the workers to find all but the bare material. On these and similar classes of work the average wage is from 5/- to 9/- per week, or from $\frac{3}{4}$ d., 1d., and $1\frac{3}{4}$ d. per hour.

Note added by Mrs. J. RAMSAY MACDONALD.

London prices seem to accord very closely with the above Leicester prices for doing the uppers of infants' boots and shoes. In Leicester the uppers only are done at home by the women, the sewing on of the soles, even of the nursery boots and shoes, being done by men. But in London the latter part is also done by women home-workers. It is hard work, as the soles have to be very securely stitched. Prices paid amount to 9d. a dozen pairs for common patent strap shoes; 1/- if the filling and lining is put in. For better class shoes the prices may be 1/- or 1/2; golosh boots, 1/3 a dozen pairs. About $1\frac{1}{4}$ d. must be allowed for thread per dozen, 1d. for paste, and, in addition, ink, paste, and needles are found by the home-workers. Where the lasting is done at home, the lasts (according to kind, these vary from 6d. up to 4/-, or 7/- for lefts and rights) and hammer (6d. upwards) have also to be paid for. In heavier work done by men, often in their own homes, the tools necessary are more expensive. Wages for the work vary according to season, to distance from shop where the work is given out, and to quality of work. Two dozen pairs is a fair day's work; in rush times more might be done by working very long hours, but against this many slack weeks must be set off.

BIBLE FOLDING.

By CLEMENTINA BLACK.

BIBLE Folding is not a separate trade, but merely a part of the trade of Book Folding, which, in its turn, is but a part of the trade of Book Binding. As a home industry, book folding appears to be dying out. The investigators whose enquiries form the basis of *Women in the Printing Trades* (edited by Mr. J. Ramsay Macdonald,



MAKING GIRLS' BUTTON BOOT UPPERS.



BABY'S BOOT AND SHOE MAKING

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M.P., and published in 1904) report that home folding "is mostly of cheap printed matter, like popular almanacs and other street literature. Also a good deal of folding thin paper Bibles and Prayer Books is done at home." (p. 100.)

The process, in its essence, is nothing but the folding of a printed sheet in such a manner as to bring the pages into consecutive order. Formerly such folding was invariably done by hand; now a machine has been produced for the purpose and is largely used. As the machine worker must necessarily work on the employer's premises, the home folder is always a hand folder. Her business is the monotonous one of constantly folding sheet after sheet in precisely the same manner. In some instances the pages have to be cut, a long knife being used.

The history of the trade seems to show that religious books have often had a regrettable tendency towards those rates of pay which bear the invidious epithet "Sweating." The dispensers of Bibles, Prayer Books, and other volumes intended to impart spiritual benefit, have been inspired by a desire to circulate these volumes at the lowest possible prices, and this cheapness has sometimes been attained at the expense of the workers engaged in their production. The annals of the bookbinding trade are full of strikes and disputes between the workers—men and women—and various religious societies. Brief mention of these incidents may be found in *Women in the Printing Trades* (pp. 32-35). Readers desiring fuller particulars (which the writer of these lines found curious and interesting) must look them up in old numbers of such periodicals as the *British Bookmaker* and the *Bookbinders' Trade Circular*.

Appendix VI. of the same volume (pp. 197, 198) gives the wages of a number of home workers engaged in "folding" for the British and Foreign Bible Society, in the year 1845; and also (pp. 199-20) the wages of folders (home workers not differentiated) similarly engaged, but through a middlewoman, in 1849.

The highest weekly receipts of any single home worker in the first table are 11/3½. The greater number of takings range between 5/- and 8/- a week. In 1849 the figures have perceptibly fallen, and no folder attains to 11/- a week. These figures were published by Mr. Dinning, Secretary of the Bookbinders' Society. The wages average for indoor and outdoor workers, folders and sewers all taken together, is from 5/9½ to 6/4½ for a week of sixty hours.

It is interesting to compare the figures of these tables with those in Appendix V., where detailed wage sheets of twenty-eight workers for the whole of a year (1899) are given. Unfortunately, none of the twenty eight are home workers.

THE SADDLERESS.

By M. CAREY.

THE work of the Saddleress differs from that of the Saddler in being lighter. While he works on leather with punches and hammers, she stitches at blanketting with nothing less ordinary than needles and a sewing machine. Still the work is heavy for a woman and it is monotonous; there are no light parts to act as a relief to mind and muscle. It is always stitch, stitching on thick, heavy blanketting.

The Saddleress makes the suits of horse-clothing, worn by all self-respecting horses, in what we may term their semi-official hours. The suit may be either of blanketting or of kersey, the latter being the heavier and more expensive of the two. A blanket suit consists of three pieces: the rug or sheet, roller cloth and hood. In the kersey suit the rug is cut so as not to entirely cover the breast, and a fourth piece, the large breast—a sort of chest protector—is added.

These garments come to the saddleress ready cut out, and accompanied by a two-inch scarlet braid, which is to bind and border all edges, and to strengthen the seams. One edge of the braid is turned over the edge of the material, while the remaining width lies flat on the outer side of the garment, three rows of stitching holding all in place. In the kersey suits a narrow dark blue braid binds the edges, and a strip of brown cloth is stitched on as a border. In the hood the side pieces and ear pieces are made up separately, and set on, all seams being strengthened and overlaid with the braid, which is also worked round the eyeholes. A certain number of loops and tapes must be sewn on, the whole pressed, and the suit is then returned to the shop ready for sale, with the exception only of a buckle and strap to be stitched on the rug, and another on the hood.

Fifteen years ago this trade was a good one. The saddleress tells me of a rosy year in a dim past when she averaged 23 shillings throughout the year. "But that," she adds, was very hard work. It meant sitting at it often till eleven o'clock at night, and sometimes Sundays as well." Last year her earnings for the twelve-month amounted to £36 1s. 6d. If we deduct from this an average of 6d. a week for cotton, £1 6s. in all, we arrive at a clear gain of £34 15s. 6d. as a year's income for a hard-working woman, with two children, who

ought to be hungry. This woman's work lies in special orders, which must be taken as they come, and returned to time. To do this she must live near her shops, where the rents are high. For the one room of something less than 1,000 cubic feet, in which she and the children live and sleep and work, she pays 6/- a week. Adding to this 4d a week insurance money, we get a total of £16 9s. 4d., or very nearly half the income, leaving £18 6s. 6d., or 7/- a week to feed and clothe three persons.

But this is, after all, fairly well-paid work for a woman. If we reckon it by the hour, it works out at something like 5d. per hour. Four shillings is paid for a blanket suit, which can be completed in one day's steady work; 6/6 for a kersey suit, which has more work in it and is heavier. If initials and coronets are stitched into the corners, they are paid for extra at 2d. or 3d. each. If there were plenty of work, and that work were at all regular, a fairly comfortable living could be made. But in the first place trade is falling off, the motors are killing it; and in the second place, it suffers from that terrible bane of all special-order work—irregularity. One never knows what the work is going to be. One week the worker may take 3/-, and the next week 18/-. She may go several days without work, and then work 14 hours a day to meet a rush of orders. And there is no definite season. Generally speaking there will be less work in winter than in summer, and she may take in a neighbour's washing to eke out the scanty living; but frequently she will have to farm that out again owing to an unexpected order coming in. She never knows.

Until horses become extinct the trade will not fail, as it can be carried on at considerable profit to the retailer. The outlay to him is practically nothing; it is covered by the cost of the material, the wages paid to the saddleress, and the cost of cutting, which is inconsiderable. The good blanketing used in this special work is sold retail at 5/6 a yard; wholesale it would of course be much less. But taking the higher price, the cost of material appears to be 18/- per suit, plus 2/- for braid. To this we must add 4/- to the saddleress, and 4/- for the two buckles and straps, and the cost of cutting. This somewhat high estimate gives a total cost of £1 8s. for a suit that may sell for £3, giving the retailer an easy profit of 100%. The price will of course vary with the customer, and also with the quality of the material, a suit of cheaper material selling for 2 gns.; but remembering that "the shop" has no expense of workshops or machinery to meet, we can easily see that as long as orders come in it will pay the employer to execute them.

PROPOSED REGULATIONS FOR GERMAN HOME INDUSTRIES.

By B. L. HUTCHINS.

THE Exhibition of Sweated Industries recently held in Berlin has given a great stimulus to the movement for placing the workers in these industries under legislative control and regulation. "Hausindustrie" and "Heimarbeit" are not, of course, new subjects to scientific students of social reform. They have, indeed, given rise to much investigation, and various monographs on the historic and social aspects of special industries have appeared from time to time, characterised by the peculiar thoroughness and completeness of German scientific work. The ground has thus been carefully prepared, and the Exhibition, aided by Imperial patronage and interest, has brought the subject into practical politics. A Royal Commission has been appointed in Prussia, and several different schemes are now before the Reichstag. The extraordinary variety of organisation of home industry, not only with regard to the different trades, but in the different parts of the country, makes it almost unthinkable that any hard and fast uniform system of legislation can be imposed all at once. Nevertheless, Imperial legislation, including not special provinces merely, but the whole Empire, is felt to be urgently necessary. Count Posadinsky has recently pointed out to the Reichstag that as factory inspection becomes stricter and more efficient, and the interests of the workers in the matters of health, safety, and morality, are most carefully guarded, these measures, in themselves beneficial, do, in certain industries, set up a tendency to evade the responsibility of maintaining the standard set by law, by employing workers in their own homes. When home-work thus becomes, so to speak, a mere annex to the factory, the old conception of domestic industry, combined with family life, has ceased to apply, and therewith many of the objections to the interference of the law fall away. The modern home-worker is not the independent craftsman of old times, responsible for the sale of his own productions, he is merely the isolated employee of a factory. If the production of these home industries are dangerous to the public health, and defeat the laws enacted for the regulation of child-labour, there can be no question that the State has the right to interfere.

The Social-Democratic party on the Reichstag have formulated

their wishes in a bill of a very drastic and thoroughgoing nature. Their proposals include the requirement of a fixed minimum cubic space (12 metres) for each worker, the provision of means of lighting, warming and ventilation, and the prohibition of using a work room for cooking or sleeping. A double system of registration is to be introduced, according to which the employer must forward a list of the home-workers he employs, and the home-workers must also register their own names and addresses with the local authority, who must inspect the workers and work rooms. Home-workers may not be employed without a certificate from the local authority that the conditions laid down are complied with. Certain industries, including the preparation of food, are to be forbidden in homes altogether. Persons employed in factories may not be given work to take home. Perhaps the most interesting provision of this bill is that relating to wages. The Local Conciliation Boards are to be charged with the duty of fixing rates of wages for home industries, if the workers appeal to them to do so. In districts where there is no Conciliation Board, commissions, of a constitution closely similar to the Victorian Wages Board, are to be appointed for the purpose.

Admirable as these proposals are, it seems to be felt in Germany that there is little chance of carrying them at present, and that the prohibition of work in a room used for cooking and sleeping, for instance, though most desirable in itself, would inflict so much hardship on the very poor, that in practice it would not be administered, and would defeat its own end. Representatives of the Centre, the National Liberals, the Conservatives, the Imperialists, the Independents, and others, have joined together in a memorandum recommending the Reichstag to introduce a bill for regulating home work. The regulations recommended include the keeping of lists of out-workers by employers, the placing of out-workers under the factory inspectors (who for this work should preferably be women), and the placing of young workers and women under regulations as to night work and holidays. The Bundesrat would also be given power to place certain home-industries under special regulations as to hours of work, and to prohibit the carrying on of trades specified as dangerous in homes. The proposals of this party do not include the fixing of a minimum wage.

Two other parties, the Independents and the South German *Vollsparteien*, have severally petitioned the Reichstag to order an enquiry into the condition of home-workers as to hours of work, rates of pay, and conditions as to health; and to formulate legislation as soon as the results of the enquiry have been made known. The fact that so many different political parties, which, differing as to the methods to be adopted, are agreed as to the pressing need for Government action and interference, is in itself a proof of the widespread interest felt in the subject.

THE HOME-LIFE OF THE SWEATED.

By GEORGE HAW.

DOWN by the river at Shadwell, there came to the Boys' Club one night, a little fellow with the plea, Would someone come and see his brother?

"It's his consumption," said the little chap. "His cough's that bad, mother says he ain't fit to get up."

Two of us undertook to go. The boy led us across Ratcliff Highway and down a dark street, where, in crossing the swing bridge across the Dock Entrance, we caught a glimpse of the river lights by Limehouse Reach.

"This is it," said the lad, turning into a street where the buildings rose higher than usual, and looked colder and more repelling.

He led the way into a block of tenements. The only light in the passage that opened on the street was that which streamed under the doors on either side.

"Up the stairs," he said, as we stumbled across the bottom one at the end of the passage.

The staircase was densely dark and ricketty. There was another close and dark passage on the first floor, with streams of light swelling under the doors in the same way as seen below.

The boy opened a door. We recoiled. Such a strong odour as arose well-nigh overcame us. Through an atmosphere of floating fluff we saw a woman engaged in fur-pulling. Two young children were sleeping on a bed with rabbit skins strewn about on the coverings.

"Shut the door, for God's sake," cried the woman, as the draught set the throat-sticking substance in a whirl. "I guess its the others you've come to see, and not the likes o' me. Never a visit do I get from any one; and my youngest been dead a matter o' seven days, and me a-slaving on from morning to night a-trying to get enough scraped together for the funeral."

Putting down her work for a moment, she added in a softer tone, "Just look at her; she ain't changed much."

The woman went to the bed on which the two children were sleeping, and tossing aside a heap of rabbit skins at the foot, she cautiously raised the clothes and revealed the shrunken form of a dead child.

She put the back of her hand to the cold cheek and said the neighbours used to say Alice was always a lovely child.

'But there! Don't stay,' cried the woman, dropping the clothes over the body. 'He hears you behind there. Listen how he's a-coughing.'

She nodded to a sheet of dirty sacking suspended by a cord right across the room. Above this sacking the flicker of another light threw varying shadows on the ceiling. The sound of coughing told of someone beyond.

The boy had gone on the other side while the woman talked to us, and he now put his head round the hanging and beckoned us forward.

Another woman, hard at work with a sack in her hand, sat at the head of a bed watching her sick son.

'Ain't coming any more,' said the ailing lad, raising himself a little as we appeared. 'Can't.'

Then came another fit of coughing.

We suggested the hospital, both mother and son readily consenting. The woman had not ceased plying her needle all the time. We whispered questions about the neighbour sharing her room; the dead baby, and why it was not buried.

The sack maker raised her head and spoke low, that the other woman might not hear. 'Them funeral men won't coffin the body until they get the money down. She's been working day and night almost in order to earn enough, but I reckon she'll have to pawn her wedding ring afore she can do it.'

'What did the child die of?'

'Don't know. It was took queer one afternoon and she asked me to run for the doctor. The doctor, not knowing her, said he couldn't come unless we brought the money first. So I ran back; and we collected half-a-crown on our landing. But her child died before I could get to the doctor with the money.'

The consumptive lad and the dead baby were removed from the one-roomed home two days later. Although one went to the hospital first, the same cemetery soon saw them both.

And with two fewer mouths to feed, the fur-puller and the sack-maker went on working as usual in the stuffy room by candle light, one on each side of the sheet of sacking.



Part II.

WORKERS' SECTION.

Particulars of Workers at Stalls.

*The attention of Visitors is directed to the fact that the
Workers are forbidden to accept any gratuities.*

DE PROFUNDIS.

The following letter, addressed to the Organising Secretary, is printed because it represents the experience of a host of similar sufferers. The name and address of the writer are for reasons needless to name, withheld, but for every statement made she is prepared to produce chapter and verse.

"April 17th, 1906.

"SIR,—The following is an account of my past experience as a City machinist. I sought work from firms now in existence, and obtained work at these prices:—

"Flannel and cotton chemises, plain bands with trimming on them and on sleeves	1/- doz.
"Flannel and cotton small children's chemises and knickers, no trimming	8d. "
"Flannel and cotton nightdresses, with insertion and frills on neck and sleeves	2/9 "
"Flannelette bathing gowns, trimmed with braid	3/- "
"Ladies' flannel and cotton shirts, plain... ..	1/9 "
"The velvet ones	2/3 & 2/9 "
"Ladies' white muslin shirts, trimming down fronts, 1 row each side, tucks in between, making about 20 tucks	3/- "
"Pirafors, with tucked yoke lace insertion let in, tucked frills round yoke and sleeves, skirt with broad hem insertion and lace let in	3/- "
"Dressing gowns, flannelette and cotton, with Watteau pleat pointed collar with lace and stitched band	5/6 "
"Or yoke top with frill of same down front as far as band	3/6 "
"Buttons on both buttonholes made at warehouse, sateen slips, plain	10d. "

After paying for cotton and railway journey, and I had 7/- per week on an average, sometimes less, and paid 5/- for rent: I worked from six a.m. in morning till ten at night, only taking about one hour for my meals. While at warehouses I saw some had

notices up that work kept longer than four days would not be paid full price. Work must be counted before taken away, or any deficiency must be paid for. A difficult matter to measure trimmings and count parts in a hurry, especially when you sometimes only had the floor to pack up on. Some could not understand why the Inspector never called on them, but some thought they never had their full number of outdoor workers until the Inspector had been. I myself never had a visit unless I put a bill in a window to try and get a girl. The home workers who get on the best are those who have a number of machines and take learners, whom they send off when their time is up and have fresh ones.

"I had some flannelette shirts, lined, sent me at 1/9. I could stand it no longer; took them to St. Pancras Vestry; showed them to the lady Inspector, who sent me to the Working Women's League, who could do nothing then unless the workers would strike.

"Yours truly

"AN EX-MACHINIST."



Stall I.

Worker No. 1.

Description of Work	...	...	Trouser Making.
Rates paid	...	...	Men's, 1/9 to 2/6 per dozen; Boys, 1/6 per dozen.
Worker's outlay for thread, &c.	...	...	About 4½d. per dozen.
Time lost in fetching and returning work	...	...	About half-hour daily.
Average working day	...	...	10 or 12 hours.
Average earnings	...	...	Best week, 10/6 (very exceptional); sometimes between 3/- and 4/-.
Regular or intermittent work	...	...	Fairly regular, but subject to slack seasons.
Retail price of article	...	...	Unknown.
Worker's Rent	...	...	5/- weekly.
No. of Rooms	...	...	Two.

Process.—The process includes all the machining on the trousers, including the pockets, and takes nearly an hour per pair.

Remarks.—Worker is a widow with four children, the eldest of whom is 9 years and the youngest 3 years. She is in receipt of parochial relief. "The children all look healthy, and are kept very nicely."

Stall I.

Worker No. 2.

Description of Work	...	...	Cabinet Making.
Rates paid	...	...	See "Earnings."
Worker's outlay for sundries	...	...	Considerable.
Time lost in fetching and returning work	...	...	.....
Average working day	...	...	.....
Average earnings	...	...	About 15/-.
Regular or intermittent work	...	...	Intermittent.
Retail price of article	...	...	Varies.
Worker's Rent	...	...	7/6.
No. of Rooms	...	...	Two.

Process.—

Remarks.—

Stall II.

Worker No. 3.

Description of Work	...	...	Matchbox Making.
Rates paid	...	...	2d. gross.
Worker's outlay for sundries	...	...	Has to find paste, hemp (for tying up) and firing to dry wet boxes.
Time lost in fetching and returning work	...	...	About 2 hours a day.
Average working day	...	...	12 hours.
Average earnings	...	...	Not 5/- a week. Highest is 8/2 for full week, including Sundays.
Regular or intermittent work	...	...	Occasionally works Sunday and Monday. Otherwise the average is five days a week.
Retail price of article	...	...	The matches retail at from 2d. per dozen boxes.
Worker's Rent	...	...	2/6 per week.
No. of Rooms	...	...	One small room (7 persons).

Process.—See Stall.

Remarks.—This worker has five children—the eldest of whom is 11. She also has to support her husband, who is consumptive, and who has been unable to work for 6 years. They have been compelled to take parish relief, intermittently since 1901, in times of sickness, &c. The eldest girl (11), after morning school, makes a gross of outside cases before going back to afternoon lessons at 2 p.m., and again works from 4.30 to 5.30 p.m. fitting up the boxes.

Stall II.

Worker No. 4.

Description of Work	...	...	Making Yesta Matchboxes.
Rates paid	...	...	2½d. per gross.
Worker's outlay for sundries	...	...	Finds own paste and bass for tying, 2½d. for 14 gross.
Time lost in fetching and returning work	...	...	Several hours each week.
Average working day	...	...	16 hours.
Average earnings	...	...	5/- weekly.
Regular or intermittent work	...	...	No work to be got during 5 months of year.
Retail price of article	...	...	.....
Worker's Rent	...	...	5/- weekly.
No. of Rooms	...	...	Three.

Process.—See Stall.

Remarks.—Husband out of work. Three children—eldest daughter helps to earn the 5/- weekly. In fetching work, has 1½ hours' walk—sometimes has to wait 2 hours for work.

Stall III.

Worker No. 5.

Description of Work				Carding Hooks and Eyes.
<i>Rates paid</i>	...	...	...	8d. and 9d. per 24 gross. Bar hooks, 11d.; midgets, 1/3.
<i>Worker's outlay for thread, &c.</i>	...	...	...	4d. in every 3/-.
<i>Time lost in fetching and returning work</i>	...	...	...	Worker pays another woman 3d. weekly for the daily fetching and returning of the work.
<i>Average working day</i>	...	...	...	From about 5 p.m. when work arrives till 11 a.m. next day, when it has to go back. "A few hours bed." Say at least a 14 hours day.
<i>Average earnings</i>	...	...	...	3/4 weekly between two—mother and daughter—when work is plentiful, and the children are made to help. <i>The whole family</i> can earn 6/- a week "sticking as close as glue" to the work.
<i>Regular or intermittent work</i>	...	...	...	Work had thus, through a middle-woman, is always rather intermittent, and quantity also varies.
<i>Retail price of article</i>	...	...	...	1d. per card of 2 dozen.
<i>Worker's Rent</i>	...	...	...	3/6.
<i>No. of Rooms</i>	...	...	...	Three. No water in house.

Process.—Hooks and Eyes are given out loose, by weight; cards are given, and the work is paid for by the 24 gross. The eyes have to be sorted out and stitched on to the card; then the hooks are disentangled and linked into the eyes, usually by the children when they come home from school; then the eyes are stitched down. The bars, though better paid, are dreaded, being so tiresome to get hold of. Midgets are also disliked, for, though paid for at 1/3 per 24 gross, they are so minute to pick up and so trying to the eyes to sew, that less can be earned at them. Ordinary black hooks are the best. The worker does 381 for a penny, and one person, working eighteen hours a day, can earn about 5/- a week.

Remarks.—This worker's husband was with the Midland Railway for 33 years. When 54 years of age he fell from a boiler, but, not realising he was seriously hurt, made no report. The next day he found he had lost the use of his right arm. He was dismissed and told he had no claim on the Company, "because he had not reported the accident the same day." Hence he has received neither compensation nor pension.

Stall III.

Worker No. 6.

Description of Work				Carding Buttons.
<i>Rates paid</i>	...	...	...	3/- per 100 gross.
<i>Worker's outlay for thread, &c.</i>	...	...	...	2d. in every 3/-.
<i>Time lost in fetching and returning work</i>	...	...	...	At least one hour daily. Lives near the factory, but often kept waiting.
<i>Average working day</i>	...	...	...	15 hours. From 8 a.m. to 11 p.m. this old woman and her brother sit and sew steadily.
<i>Average earnings</i>	...	...	...	3/6 weekly (between the two).
<i>Regular or intermittent work</i>	...	...	...	Four holiday weeks lost. Otherwise the work is fairly regular.
<i>Retail price of article</i>	...	...	...	1d. per card of a dozen buttons. With the boot buttons a buttonhook is also attached.
<i>Worker's Rent</i>	...	...	...	3/9.
<i>No. of Rooms</i>	...	...	...	Kitchen and two bedrooms.

Process.—Buttons are given out daily, by weight, and cards are provided by the firm, but not needles or thread. Each button has to be firmly stitched on to its little square, drawn on the card. The cards are then neatly tied up in packs and taken back to the Factory, each day. The buttons are weighed out, not counted. Workers have been heard to complain that weight does not always tally with the number (they are paid for by the gross). But any shortage has to be paid for by the worker.

Remarks.—For nearly 11 years this worker kept clean two large Church Schools for 12/6 weekly, out of which she had to find soap, &c. The moving of heavy desks, &c., left her with a strained heart and consequent weakness. Worker and her brother have an aged sister—once a servant, but too old for service—who does their housework and helps to card. This sister is allowed a small pension by her former mistress which she adds to the family funds; and the old brother gets about 2/- every Saturday for selling cakes.

Stall IV.

Worker No. 7.

Description of Work	Tennis Ball Sewing.
<i>Rates paid</i>	4½d. to 6d. dozen.
<i>Worker's outlay for thread, &c.</i> ...	1½d. gross for thread, ¾d. to 1d. for needles. Wears thimbles fast, also.
<i>Time lost in fetching and returning work</i>	30 minutes daily.
<i>Average working day</i>	10 hours. A quick worker takes 2½ hours to do a dozen.
<i>Average earnings</i>	10/- to 12/- (when busy).
<i>Regular or intermittent work</i> ...	Busy from February to August, rest of year slack, or no work.
<i>Retail price of article</i>	10/6 to 12/- dozen.
<i>Worker's Rent</i>	2/-
<i>No. of Rooms</i>	One.

Process.—See Stall.

Remarks.—Worker now does shirt-making, which provides more constant work.

Stall IV.

Worker No. 8.

Description of Work	Racquet Ball Covering.
<i>Rates paid</i>	2/- to 4/- gross, according to size.
<i>Worker's outlay for thread, &c.</i> ...	Nil.
<i>Time lost in fetching and returning work</i>	Half an hour daily, or less.
<i>Average working day</i>	11 or 12 hours.
<i>Average earnings</i>	5/- weekly.
<i>Regular or intermittent work</i> ...	Regular, but occasional slack times.
<i>Retail price of article</i> ... ..	.....
<i>Worker's Rent</i> ... ..	.....
<i>No. of Rooms</i> ... ..	.....

Process.—See Stall.

Remarks.—Worker now married, but was engaged in this industry till her marriage.

Stall V.

Worker No. 9.

Description of Work	Slipper Making.
<i>Rates paid</i>	2/6 per dozen, women's. 3/- " " men's.
<i>Worker's outlay for thread, &c.</i> ...	6d. per dozen.
<i>Time lost in fetching and returning work</i>	2 hours per day.
<i>Average working day</i>	13 to 15 hours a day.
<i>Average earnings</i>	12/- weekly.
<i>Regular or intermittent work</i> ...	Loses about 8 weeks per year.
<i>Retail price of article</i>	1/4-, 1/6, 1/11, according to sizes.
<i>Worker's Rent</i>	4/6.
<i>No. of Rooms</i>	Two.

Process.—See Stall.

Remarks.—A widower, with four children, whom he is struggling to bring up well. When fetching work he sometimes has to wait all the morning—"Employer out," &c.

Stall V.

Worker No. 10.

Description of Work	Infants' Shoemaking.
<i>Rates paid</i>	Various—see earnings.
<i>Worker's outlay for thread, &c.</i> ...	Finds ink, thread, oil, needles, wax thread, and paste (excluding machine rent).
<i>Time lost in fetching and returning work</i>	1½ hours daily.
<i>Average working day</i>	10 hours "working hard."
<i>Average earnings</i>	5/- to 6/- weekly.
<i>Regular or intermittent work</i> ...	"Worker only made 2 full weeks' work since last August Bank Holiday."
<i>Retail price of article</i>	1/11 to 2/3 per pair.
<i>Worker's Rent</i>	4/6 per week.
<i>No. of Rooms</i>	Six.

Process.—The linings are closed and flattened out; bits to line the straps are machined on, the quarters are closed, rubbed down, and usually silked (that is to say, a row of machining is put on each side of the back seam). The tops are next fitted on to the linings and turned in all round. They are then machined; the front bit of strap is then closed, and the vamp lining is machined in and vamp machined on (sometimes there is a cap in the vamp), the button holes are punched and machined, the buttons sewed on, and all bits of thread cut off. They are then ready to be tied up and taken in.

Stall VI.

Worker No. 11.

Description of Work	Men's Umbrella Maker.
Rates paid	1/6 per dozen.
Worker's outlay for thread, &c.	1d. reel does 3 dozen.
Time lost in fetching and returning work	Some hours each week.
Average working day	Very irregular.
Average earnings	"Last week, working each day, earned 6/4."
Regular or intermittent work	Intermittent.
Retail price of article	2/11 each
Worker's Rent	8/-
No. of Rooms	Two, and kitchen.

Process.—

Remarks.—This worker is valued by her employers, and has preference when any work is given out.

Stall VI.

Worker No. 12.

Description of Work	Covering Sunshades.
Rates paid	6d. per dozen.
Worker's outlay for thread, &c.	2d. each 6 dozen.
Time lost in fetching and returning work	12 hours a week.
Average working day	"Often 6 a.m. to midnight."
Average earnings	8/9 (96 hour week!) if in full work.
Regular or intermittent work	Regular.
Retail price of article	Unknown.
Worker's Rent	2/6
No. of Rooms	One small top.

Process.—See Stall. Each Sunshade has to be matched in cotton, which costs 2d. per reel. There are often 13 shades of color in one parcel of Sunshades. Worker's sight is failing through working continually in bright colors.

Remarks.—Worker is a widow with 10 children, 2 of whom are dependent.

Stall VII.

Worker No. 13.

Description of Work	Making Grummets.
Rates paid	5d., 7d., and 8d. per 100.
Worker's outlay for thread, &c.	Nil.
Time lost in fetching and returning work	4 hours per week.
Average working day	11 hours.
Average earnings	6/- weekly.
Regular or intermittent work	Intermittent.
Retail price of article	Unknown.
Worker's Rent	6/-
No. of Rooms	Three.

Process.—See Stall. "Grummets" are washers, used by boiler-makers, for bolts. They are made from jute and manilla rope in three sizes.

Remarks.—The worker is a married woman, with five children under nine years of age. Her husband is in work, earning about 25/- per week. Often on three-quarter time. He has had much illness and several accidents.

Stall VII.

Worker No. 14.

Description of Work	Sack Making.
Rates paid	See "Earnings."
Worker's outlay for thread, &c.	Nil.
Time lost in fetching and returning work	Some hours weekly.
Average working day	10 hours.
Average earnings	6/3 weekly.
Regular or intermittent work	Only to be had for part of year.
Retail price of article	.....
Worker's Rent	2/6.
No. of Rooms	One (small).

Process.—See Stall.

Remarks.—This worker belongs to a family of sack makers. Her mother has had 21 children (8 of whom are now dependent), and has worked at sack making since the age of 9. Her husband (worker's father), is a labourer, out of work. The worker's husband is also a labourer, out of work. Worker, calling for material at 9.30 a.m., often has to wait till 12.30. If the sack be spoiled in making, 9d. is deducted—if the sack be of better quality, this deduction may reach 2/6.

Stall VIII.

Worker No. 15.

Description of Work	Making Baby's Bonnets.
<i>Rates paid</i>	2/- per dozen; making complete bonnet.
<i>Worker's outlay for thread, &c.</i>	1/- per week.
<i>Time lost in fetching and returning work</i>	5 hours per week.
<i>Average working day</i>	13 hours—"when work is plentiful."
<i>Average earnings</i>	Intermittent.
<i>Regular or intermittent work</i>	Intermittent.
<i>Retail price of article</i>	Unknown.
<i>Worker's Rent</i>	About 7/- weekly.
<i>No. of Rooms</i>	Three.

Process.—"Babies' millinery requires not only long training, but special aptitude. The materials are supplied from the factory, the cashmere being cut to shape. The lace to make the frilling is supplied in bulk. Her prices touch the high-water mark of payment for home industries. Her work is all done by hand; and she knows, with automatic certainty, where to put every stitch."

Remarks.—"Worker lost her husband, in a very tragical manner, some years ago; has maintained herself and the two weakly children in cleanliness and respectability, without assistance. She wishes to acknowledge the kindness of her employer in furnishing her with the materials for the bonnets to be made at the Exhibition."

Stall VIII.

Worker No. 16.

Description of Work	Tie Making.
<i>Rates paid</i>	4½d. to 5d. dozen.
<i>Worker's outlay for thread, &c.</i>	1d. on each 1/- earned, for thread; a girl kept to travel to City with the work, and fetch it, at 2/6 weekly (tea given); 2/- weekly travelling expenses. Total cost, 5 6 weekly.
<i>Time lost in fetching and returning work</i> ... ..	.....
<i>Average working day</i>	8 hours.
<i>Average earnings</i>	12/-.
<i>Regular or intermittent work</i>	Intermittent. Four months per annum lost (at least), even when working for 3 firms and getting work from one when the others are slack.
<i>Retail price of article</i> ... ..	.....
<i>Worker's Rent</i>	7/6.
<i>No. of Rooms</i>	3.

Process.—The Derby ties are sent out with the silk already cut; the linings have to be cut to shape and fitted, and then machined together. The tie is next folded in half and "slipped" along the turned-in edges. "Six or eight can be done in an hour by a quick worker." The ties are then carefully ironed and pressed, folded in half and half again, and tied up in parcels of ½-dozen or 1 dozen each, as the firm requires. A coal fire, or a gas ring, has to be used continually, and the work has to be sent to the City two or three times a day. This worker also has an "out-worker," who works at a lower rate, but has no travelling expenses. The work is trying to the sight.

Remarks.—Worker's husband is a railway employé—average earnings. 29/- weekly. The tie-making is done to support the worker's widowed mother, whose mainstay she is. Worker has for some years suffered from anæmia.

Stall IX.

Worker No. 17.

Description of Work	Brush Drawing.
<i>Rates paid</i>	6½d. per 1,000 holes ("a little over 4 hours to do a thousand").
<i>Worker's outlay for thread, &c.</i>	Nil.
<i>Time lost in fetching and returning work</i>	7½ hours weekly.
<i>Average working day</i>	.....
<i>Average earnings</i>	6/- a week at most.
<i>Regular or intermittent work</i>	Fairly regular.
<i>Retail price of article</i>	.....
<i>Worker's Rent</i>	2/- weekly.
<i>No. of Rooms</i>	One.

Process.—See Stall.

Remarks.—A widow—has worked at brushes for 57 years. Began when 6 years old.

Stall IX.

Worker No. 18.

Description of Work	Fur Sewing.
<i>Rates paid</i>	See "Earnings."
<i>Worker's outlay for thread, &c.</i>	.....
<i>Time lost in fetching and returning work</i>	.....
<i>Average working day</i>	11½ hours.
<i>Average earnings</i>	14/- weekly.
<i>Regular or intermittent work</i>	Intermittent—8 months in year only.
<i>Retail price of article</i>	.....
<i>Worker's Rent</i>	.....
<i>No. of Rooms</i>	.....

Process.—See Stall.

Remarks.—

Stall X.

Worker No. 19.

Description of Work	Vamp Beading (Ladies' Shoes).
<i>Rates paid</i>	1/7 to 2/6 per dozen pairs.
<i>Worker's outlay for thread, &c.</i>	2d. weekly "and find own needles."
<i>Time lost in fetching and returning work</i>	.....
<i>Average working day</i>	14 hours.
<i>Average earnings</i>	6/- weekly.
<i>Regular or intermittent work</i>	Slack from December to June.
<i>Retail price of article</i>	.....
<i>Worker's Rent</i>	3/-
<i>No. of Rooms</i>	One.

Process.—Each bead has to be put on separately by hand. See Stall.

Remarks.—This is an experienced worker who can do high-class work.

Stall X.

Worker No. 20.

Description of Work	Beading Ornaments.
<i>Rates paid</i>	2½d. to 6½d. dozen, according to size.
<i>Worker's outlay for thread, &c.</i>	1½d. weekly.
<i>Time lost in fetching and returning work</i>	About 3 hours weekly.
<i>Average working day</i>	12 hours.
<i>Regular or intermittent work</i>	6 months in year only.
<i>Average earnings</i>	5/- weekly, "at most."
<i>Retail price of article</i>	.....
<i>Worker's Rent</i>	.....
<i>No. of Rooms</i>	.....

Process.—The worker has, first, to cut out the buckram, bind it, and then to put on the sequins and beads, *each one separately*. The work is bad for the eyes.

Remarks.—This worker has two small children dependent on her. Three others are in work, but can allow her very little,—has had to "pawp things, to make ends meet." Husband (an old man, out of work), helps his wife, and between them they can make 7/- a week, at most.

Stall XI.

Worker No. 21.

Description of Work	Blouse Making.
Rates paid	2/4 per dozen, fancy blouses.
Worker's outlay for thread, &c.	2½d. every dozen blouses.
Time lost in fetching and returning work	6 or 7 hours a week (in addition to 'bus fares—say 6d. weekly).
Average working day...	...
Average earnings	5/- weekly.
Regular or intermittent work	Regular for 5 months of the year only.
Retail price of article	...
Worker's Rent	...
No. of Rooms	...

Process.—See Stall.

Remarks.—

Stall XI.

Worker No. 22.

Description of Work	Blouse Making. (Better quality blouses than made by worker No. 21.)
Rates paid	5/3 per dozen.
Worker's outlay for thread, &c.	About 3d. dozen.
Time lost in fetching and returning work	Considerable.
Average working day...	12 hours.
Average earnings	About 15/- weekly.
Regular or intermittent work	Regular.
Retail price of article	6/11.
Worker's Rent	7/6.
No. of Rooms	Six.

Process.—The work is cut out at the factory and worker has to make and finish it.

Remarks.—Worker is married, and does this work to add to her income which is not, otherwise, sufficient to keep them comfortably.

Stall XII.

Worker No. 23.

Description of Work	Shawl Fringeing.
Rates paid	See "Earnings" and "Remarks."
Worker's outlay for thread, &c.	...
Time lost in fetching and returning work	An hour daily.
Average working day	17 hours.
Average earnings	Average over the year 5/-. May rise occasionally to 8/-, or even 9/-.
Regular or intermittent work	Often idle for a month at a time.
Retail price of article	...
Worker's Rent	11/- monthly.
No. of Rooms	Two.

Process.—Worker plaits the fringe and knots it. She was engaged on a large black shawl, which she had to go round twice, being 16 yards of fringeing, for 10d.

Remarks.—Widow of Baker. Has lost her voice through an attack of diphtheria. Has four children. Complaints of falling rates of pay: used to get 5/- for work, which now only produces 2/-.

Stall XII.

Worker No. 24.

Description of Work	Making Children's Knickerbockers.
Rates paid	1/10 per dozen, all sizes.
Worker's outlay for thread, &c.	8d. weekly.
Time lost in fetching and returning work	3 or 4 hours weekly.
Average working day	10 hours.
Average earnings	6/- weekly.
Regular or intermittent work	Very irregular.
Retail price of article	1/- to 1/9 pair, according to size.
Worker's Rent	3/-.
No. of Rooms	Two.

Process.—Material straight from cutters at factory. The cloth, and also the linings, have to be seamed by machine; also all bits for the flys, fly linings and pockets made, all seams pressed, linings and knickers joined and turned, buttons and button-holes worked. After being finished off by hand, inside and outside are pressed and tickets sewed on ready to take back to factory.

Remarks.—

Stall XIII.

Worker No. 25.

Description of Work	Belt Making.
<i>Rates paid</i>	Varies—1/- dozen for some qualities.
<i>Worker's outlay for thread, &c.</i>	10d. weekly, sometimes more.
<i>Time lost in fetching and returning work</i>	Average about 5 hours weekly.
<i>Average working day</i>	12 hours.
<i>Average earnings</i>	5/-.
<i>Regular or intermittent work</i>	From September to January almost no work.
<i>Retail price of article</i>	
<i>Worker's Rent</i>	
<i>No. of Rooms</i>	

Process.—See Stall.

Remarks.—Worker aged 23. Eldest of a family of 16.

Stall XIII.

Worker No. 26.

Description of Work	Military Embroidery.
<i>Rates paid</i>	
<i>Worker's outlay for thread, &c.</i>	
<i>Time lost in fetching and returning work</i>	Considerable.
<i>Average working day</i>	8 or 9 hours.
<i>Average earnings</i>	12/- weekly in a good week.
<i>Regular or intermittent work</i>	Intermittent—"has a good deal of slack time."
<i>Retail price of article</i>	
<i>Worker's Rent</i>	
<i>No. of Rooms</i>	2/6—her share of 3 rooms.

Process.—See Stall.

Remarks.—Worker is somewhat crippled. Besides the military embroidery does other kinds of embroidery when she can get them, viz., for railway-men's uniforms, school badges, &c.

Stall XIV.

Worker No. 27

Description of Work	Hosiery Making.
<i>Rates paid</i>	1/2 per dozen pairs.
<i>Worker's outlay for thread, &c.</i>	
<i>Time lost in fetching and returning work</i>	Considerable.
<i>Average working day</i>	9 or 10 hours.
<i>Average earnings</i>	8/- or 9/- weekly.
<i>Regular or intermittent work</i>	
<i>Retail price of article</i>	From 1/3 to 1/6 per pair.
<i>Worker's Rent</i>	5/6.
<i>No. of Rooms</i>	Five.

Process.—See Stall.

Remarks.—

Stall XIV.

Worker No. 28.

Description of Work	Glove Stitching.
<i>Rates paid</i>	1½d. per dozen.
<i>Worker's outlay for thread, &c.</i>	Nil.
<i>Time lost in fetching and returning work</i>	
<i>Average working day</i>	
<i>Average earnings</i>	2/- weekly.
<i>Regular or intermittent work</i>	
<i>Retail price of article</i>	
<i>Worker's Rent</i>	4/-.
<i>No. of Rooms</i>	Four.

Process.—"Picking-up stitches at finger ends—120 fingers for 1½d. If working hard, with no hindrance, can earn the noble sum of 1d. per hour, but average is only ¾d. per hour."

Remarks.—Worker's husband is ill at home. There are six small children.

Stall XV.

Worker No. 29.

Description of Work	Making Confirmation Wreaths.
Rates paid	Wreaths, containing 1 gross of white flowers, 1/9 per dozen wreaths.
Worker's outlay for sundries	6d. weekly, for paste and gum.
Time lost in fetching and returning work	Half an hour daily.
Average working day...	12 hours.
Average earnings	7/- weekly.
Regular or intermittent work	Fairly regular.
Retail price of article	Unknown.
Worker's Rent	4/- weekly.
No. of Rooms	One.

Process.—See Article on "Artificial Flower-Making."

Remarks.—Worker has been a widow thirty years. Has had no parochial relief, in spite of the irregularity of the work. Was working in the factory at the age of seven—now 72. Is a most accomplished and skilful worker.

Stall XV.

Worker No. 30.

Description of Work	Making Pinafores.
Rates paid	2/- per dozen.
Worker's outlay for sundries	" Purchased own machine (£9 12s.)—finds cotton."
Time lost in fetching and returning work	" One to three hours, according to time kept waiting at shop."
Average working day...	12 hours.
Average earnings	10/- weekly.
Regular or intermittent work	Fairly regular.
Retail price of article	
Worker's Rent	3/6.
No. of Rooms	One.

Process.

Remarks.—Worker lives alone. She has a small allowance from a relative, but is obliged to work hard at her sewing to make ends meet. Used to be able to earn 30/- weekly when prices were better and herself stronger. Constant machining has much impaired her health. "Is frequently obliged to stay in bed for a day."

Stall XVI.

Worker No. 31.

Description of Work	Cigarette Case Making.
Rates paid	4½d. per thousand.
Worker's outlay for sundries	Nil.
Time lost in fetching and returning work	
Average working day	Varies.
Average earnings	8/- to 10/- weekly.
Regular or Intermittent Work	Intermittent—"work terribly uneven—at present slack."
Retail price of article	
Worker's Rent	
No. of Rooms	

Process.**Remarks.**

Stall XVI.

Worker No. 32.

Description of Work	Pipe and Cigarette - Holder Making.
Rates paid	" Small cigarette - holders sold to wholesalers at 8d. to 1/- per gross."
Worker's outlay	About 1/-, per 6 gross, for clay.
Time lost in fetching and returning work	Much time lost in hawking the wares. (See "Remarks.")
Average working day...	Varies—10 to 12 hours, or more.
Average earnings	8/- to 10/- weekly ("bad week may be 5/-, good one, 15/-").
Regular or intermittent work	See "Remarks."
Retail price of article	½d. to 1d. each.
Worker's Rent	5/-.
No. of Rooms	Three rooms and a yard.

Process.—The clay is pressed into a mould by hand-press. After drying, the pipes and holders are fired in a small kiln in the yard. Each pattern, of course, requires a separate mould, and the worker has but one or two sorts. The holders are sometimes coloured to look like briars, when they fetch rather more.

Remarks.—"This worker is in business on her own account. A hard-working woman of excellent character; she has one child ill in the Infirmary, and has had, occasionally, to claim outdoor relief."

Stall XVII.

Worker No. 33.

Description of Work	Chemise Making
Rates paid	2d. each.
Worker's outlay for thread, &c.	6d. weekly (and sewing machine to be kept in repair).
Time lost in fetching and returning work	Journeys, 1 hour weekly, but 5 hours weekly lost in waiting.
Average working day	14 hours.
Average earnings	2/- per day.
Regular or intermittent work	Fairly regular, but in slack season can only earn 4d. a day.
Retail price of article	Unknown.
Worker's Rent	5/3.
No. of Rooms	Two.

Process.—Has to cut out and make entirely.

Remarks.—Worker is married; 2 children. Her husband is out of work.

Stall XVII.

Worker No. 34.

Description of Work	Making Ladies' Fancy Aprons.
Rates paid	1/8 and 1/10 per dozen.
Worker's outlay for thread, &c.	2d. per dozen.
Time lost in fetching and returning work	Half a day twice weekly (also fare).
Average working day	14 hours.
Average earnings	“Worker must earn 18/- per week, and so works long hours; does not stop for meals and gets help at home.”
Regular or intermittent work	Intermittent.
Retail price of article	1/6 to 1/11.
Worker's Rent	4/-.
No. of Rooms	One.

Process.—See Stall.

Remarks.—A particularly quick worker, who has done all kinds of machining, both well paid and badly paid.

Stall XVIII.

Worker No. 35.

Description of Work	Shirt Making.
Rates paid	Some 9d. per dozen, others 1/- and up to 1 9d. per dozen for making shirt throughout.
Worker's outlay for thread, &c.	.....
Time lost in fetching and returning work	About 2 hours daily.
Average working day	See “Process.”
Average earnings	9/- weekly.
Regular or intermittent work	.....
Retail price of article	.....
Worker's Rent	.....
No. of Rooms	.....

Process.—For the shirts paid at 1/9d per dozen, the following work is required:—make and line yoke and bottom bands, put in 4 gussets, hem skirts, run and fell side seams, make sleeves and put them in. Being a very expert worker, she can do this—which is skilled work—at the rate of a dozen shirts in 10 hours or so. The shirts paid at 9d. dozen require her to hem necks, button-stitch 2 stud-holes, sew on 6 buttons and clip threads from all seams. These take 4½ hours per dozen. The shirts at 1/- dozen have 2 rows feather stitching, 6 button-holes, 8 buttons, 4 seams bridged, and 8 fastenings made. It is very hard work to do a dozen of these in 6 hours.

Remarks.—Wife of a tradesman irregularly employed.

Stall XVIII.

Worker No. 36.

Description of Work	Shirt Finishing.
Rates paid	1½d. dozen, taking 1½ hours per dozen; 3d. dozen, taking 4 hours per dozen.
Worker's outlay for thread, &c.	1d. or 1½d. off 1/6 earned.
Time lost in fetching and returning work	From 1½ to 2 hours.
Average working day...	17 hours.
Average earnings	12/- to 14/-.
Regular or intermittent work	.....
Retail price of article	.....
Worker's Rent	14/- per month.
No. of Rent	Two.

Process.—The finishing of shirts at 1½d. a dozen includes the bridging of 4 seams, sewing on of 4 buttons and turning down of a collar (being the sewing on of 48 buttons, 48 bridgings, and 12 collar turnings for 1½d.) Those at 3d. dozen require 8 buttons on each shirt, bridging of 4 seams, clipping of threads from 4 seams and putting in a stud (being the sewing on of 96 buttons, 48 bridgings, 48 thread clippings, or more, and 12 stud fixings, for 3d.).

Remarks.—

Stall XIX.

Workers Nos. 37 and 38.

Description of Work	Artificial Flower-making.
Rates paid	Violets, 7d. gross; geraniums, 7d. gross; buttercups, 3d. gross; roses, 1 3 to 3/6 gross.
Worker's outlay for sundries	6d. weekly for paste.
Time lost in fetching and returning work	2 hours a day.
Average working day...	14 hours.
Average earnings	10/- weekly.
Regular or intermittent work	Irregular.
Retail price of article	Various.
Worker's Rent	4 6 weekly.
No. of Rooms	One.

Process.—See Stall.

Remarks.—A clever woman and magnificent worker. Cannot read or write; "For fifty years she has made artificial flowers, and for skill and indomitable perseverance she has no superior. The basket of flowers seen in the picture (see photograph—art., 'Artificial Flower-making') is her creation. Her husband is also a flower-maker, but is nearly blind and quite an invalid. Until recently they occupied an underground room, for which 4/6 weekly was paid. To support herself and her husband, without parish relief or philanthropic aid, she has often worked fourteen, and even sixteen, hours daily; her only respite has been to carry her finished flowers to the factory and bring back other materials. On her way home, sometimes she will purchase a little black silk, and some black bristles, and when other work fails, these she will make into black tulips, or 'ragged roses,' and other symbols of bereavement and sorrow, and the half blind husband will rise from his bed, wander into the streets, and dispose of them at a mourning warehouse for 3½d. per complete spray. (These mourning flowers soon increase in value, for the tradesman marks them 6½d. or 8½d. per spray.)"

Stall XX.

Worker No. 39.

Description of Work	Steel Bodice Work.
Rates paid	2½d. gross: "hard work to do a gross and a half per day."
Worker's outlay for thread	Nil.
Time lost in fetching and returning work	Nil.
Average working day	14 hours. "Has got up at 6 a.m. and worked till 12 p.m. and only done 2 gross."
Average earnings	2/- a week.
Regular or intermittent work	Intermittent. "Not getting any at present."
Retail price of article	
Worker's Rent	6d. week. "because living with her married daughter who helps her."
No. of Rooms	

Process.—See Stall.

Remarks.—A widow, 69 years of age.

Stall XX.

Worker No. 40.

Description of Work	Book Folding—mostly Bibles and Prayer Books.
Rates paid	1d. per 100 sheets—on some Oxford Bibles 1½d. for 100 sheets.
Worker's outlay for sundries	
Time lost in fetching and returning work	1 to 1½ hour.
Average working day	12 hours.
Average earnings	9/- or 10/- weekly.
Regular or intermittent work	6 months in the year only.
Retail price of article	
Worker's Rent	8/6 weekly.
No. of Rooms	Three.

Process.—The sheets have to be first cut, then folded, and put into the right order.

Remarks.—This worker's husband is out of employment. There are six children, three of whom are earning. Worker has broken down in health, and "the doctor says she must not do any more of the work." Her breakdown is due to the severity of the work—"cutting some of the heavier books (poems) strained her heart."

N.B.—This worker attends the Exhibition to shew the process, but will not be continuously busy.

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Stall XXI.

Worker No. 41.

Description of Work	Cardbox Making.
Rates paid	1½ gross for small boxes about 5 inches by 3 inches.
Worker's outlay for sundries	Finds glue and string—quite 6d. weekly.
Time lost in fetching and returning work	About 2 hours per day.
Average working day	10 hours to make 1 gross.
Average earnings	5/- weekly, full week 8/-.
Regular or intermittent work	4 or 5 days a week.
Retail price of article	These boxes are not retailed.
Worker's Rent	4/6.
No. of Rooms	One.

Process.—See Stall.

Remarks.—This worker was married in 1890, and has had 7 children. Three of these are now living and "cared for" by mother. Her husband died in the Infirmary of Pulmonary Tuberculosis, September, 1905. During his illness, and the worker's confinement, trifling amount of parochial relief accepted. None applied for since husband's death. Five shillings represents the most ever spent on food—the average being 6d. to 1/- per day, according to earnings; this buys 2 ounces tea, a loaf, and some margarine. Worker very occasionally has 2/- from a cousin. She has been compelled to pawn, for food and rent.

Stall XXI.

Worker No. 42.

Description of Work	Paper-bag Making.
Rates paid	Two sizes 6d. per 1,000.
Worker's outlay for sundries	Finds own paste.
Time lost in fetching and returning work	5 hours a week.
Average working day	12 hours.
Average earnings	4/6 per week.
Regular or intermittent work	Very irregular.
Retail price of article	
Worker's Rent	5/-.
No. of Rooms	Three, and scullery.

Process.—Worker's paper is square, and has to be cut to shape, each separately: then fold: then paste: then pack in 4-gross bundles.

Remarks.—

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Stall XXII.

Worker No. 43.

Description of Work	Drawing, Clipping and Scolloping of Lace (Machine Made).
Rates paid	See "Earnings."
Worker's outlay for thread, &c.	Nil.
Time lost in fetching and returning work	Varies from 5 to 30 minutes.
Average working day	12 hours or more in the season.
Average earnings	2/- per day for quick hands, working 12 hours a day or more.
Regular or intermittent work	Intermittent. "Some weeks a single day, and some weeks they will work the clock round."
Retail price of article	Varies according to character, quality, width and demand.
Worker's Rent	
No. of Rooms	

Process.—See Stall.

Remarks.—

Stall XXII.

Worker No. 44.

Description of Work	Accoutrement Sewing (Government Contract work).
Rates paid	Belts, 1½d., 1¼d. each; bandoliers, 17 each; frogs, 1¼d. each; bottle covers, 1d. each; mess tin covers, 3d. dozen; haversacks, 4½d. dozen.
Worker's outlay for thread, &c.	
Time lost in fetching and returning work	
Average working day	
Average earnings	10/- weekly.
Regular or intermittent work	
Retail price of article	
Worker's Rent	
No. of Rooms	

Process.—See Stall.

Remarks.—This worker is now doing shirt work, and thinks it pays about as well.

Part III.

CATALOGUE OF EXHIBITS.

N.B. The articles included in the following Catalogue represent only some of those given or lent for exhibition; others, duly labelled, and bearing consecutive numbers, will be found in their order, having arrived too late for inclusion in Catalogue. In addition thereto, the articles made by the stall workers will be placed from day to day on the side stalls, and will be for sale—prices attached.

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No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS		REMARKS.
				Per Day	Per Week	
			HOURS			
1	Artificial Flowers ..	2½d. per dozen	11	..	9/6	
2	Elastic Bands for Umbrellas ..	7d. per gross	10	..	9/-	
3	Umbrella Tassels ..	7d. "	10	..	9/-	
4	Cigars ..	1/4 per hundred	10½	..	9/-	The Capping only is done.
5	Caps for Scent Bottles ..	..	11	..	6/-	
6	Collar Studs ..	3d. per dozen	10	..	4/6	
7	Silk Umbrella Tassels ..	5d. per gross	8	..	5/-	Rent 2, 6, one room.
8	Acorn ..	5d. "	10	..	8/-	
9	Beaded Bows for Ladies' Shoes	6d. per dozen	10	..	6/-	
10	Bodice Steels ..	2½d. "	10	..	3/6	
11	Pom-Poms ..	11d. "	8	..	7/-	Rent 7/6, three rooms.
12	Button Boot Uppers ..	2/- "	14	..	14/-	
13	Elastic ..	1/6 "	14	..	12/-	
14	Boy's Sailor Suit ..	1/9 "	14	1/4	..	
15	Slipper Tops ..	1/- "	..	..	10/6	
16	Shoes ..	1/3 per dozen	14	2/-	12/-	
17	Skirts ..	5d. per piece	14	10d.	..	
18	Bag Making ..	4d. per dozen	16	..	4/-	
19	Match Box Making ..	2½d. per gross	16	1/3	..	
20	"Knickers" (Boys) ..	9d. per dozen	16	..	9/-	
21	Match Box Maker ..	2½d. per gross	16	1/3	..	
22	Tin Tack Box Making ..	2d. "	16	1/3	..	
23	Fur Tassel Work ..	1/3 "	10	..	6/-	Average number of stitches required for each tassel cover, 56.
24	Umbrella Tassels ..	5d. "	..	10d.	..	
25	Bodice Shapes ..	3½d. "	9	1/3	..	Steel & Covering Material supplied
26	Beaded Sprays ..	6d. "	16	1/3	..	
27	" ..	1½d. "	16	1/3	..	Counted by Loops.
28	" ..	1½d. "	16	1/3	..	
29	Pom-Poms ..	11d. per dozen	8	11d.	..	Pom-Poms have to pass through worker's hands seven times in forming the bunch.

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30	Pom-Pom ..	11d. per dozen	..	11d.	..	
31	Feather Work ..	2½d. per gross	The feathers, supplied in bulk, have to be picked, arranged and curled.
32	Match Box Making ..	2½d. "	16	1/3	..	
33	Pom-Poms ..	11d. per dozen	8	11d.	..	
34	Tin Tack Box Making ..	2d. per gross	16	1/3	..	
35	Dolls' Heads ..	1½d. per piece, 1, 6 doz.	..	..	..
36	Lace Frills and Caps for Scent Bottles ..	..	..	..	..
37	Box Making ..	3/- per gross	10	..	5/6	Helps to keep blind mother
38	Match Box Making ..	2½d. "	14	..	9/-	
39	Match Boxes ..	2½d. "	14	..	6/6	
40	Box Making ..	2/6 "	10	..	6/6	
41	" ..	2/9 "	10	..	7/6	
42	Button Hole Making ..	2d. per dozen	10	1/-	..	
43	Corset Making ..	2/- "	14	1/-	..	
44	"Knickers" (Boys) ..	1/10 per dozen pairs	10	..	7/4	Widow, 4 children. Process—making entirely, except cutting out. Rent 8s. weekly; one room.
45	Button Hole Making (Tailoring)	1d. Large Holes	..	..	15/-	
46	(Men's Coats) ..	1½d. Small "	..	..	..
47	Horse Clothing ..	4/- Suit ..	13 to 14	..	13/10	Irregularity its chief drawback.
48	Artificial Flower Making ..	1½d. per gross	16	..	..
49	Confirmation Wreath ..	1½d. per article	12	..	..
50	Babies' Bonnets ..	3d. each ..	..	..	..	Makes the whole article into shape. Material and Trimming supplied.
51	Blouse ..	2d. "	12	..	..
52	" ..	2d. "	12	..	..
53	Babies' Hats ..	3d. " ..	uncertain	..	..
54	Dressing Gown Making ..	4d. per piece	10	..	6/8	
55	Bed Sprads ..	4½d. per piece	10	..	10/6	Train fare 2½d. per day.
56	Men's Trousers (Tailoring)	5d. "	16	..	5/-	
57	Military Beading (Tinsel Embroidery) ..	2d. "	8	..	8/-	Badge takes 2 hours to make. See next page.
58	Silk Embroidered Badge ..	8d. per badge	..	..	..
59	Shirt, Boys', First Size Plain	6½d. per doz.	12	..	9/- or 10/-	

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS.		REMARKS.
				Per Day	Per Week	
			HOURS.			
60	Shirt, Boy's, Size VI.	8 $\frac{1}{2}$ d. per dozen	12	..	9/- or 10/-	Sometimes work as many as 17 hours; generally slack at holiday times. Only cheapest work is given to outworkers, and sometimes material is so hard that machine can scarcely work it. Rent 4/-, two rooms.
61	" Man's, Plain	9 $\frac{1}{2}$ d. "	12	..	"	
62	" Boy's (with Front, Collar and Gusset)	1/4 $\frac{1}{2}$ "	12	..	"	
63	" Boy's (with Pocket, Gusset and Trimmings)	1/0 $\frac{1}{2}$ "	12	..	"	
64	" Man's (with Front and Gusset)	1/4 $\frac{1}{2}$ "	12	..	"	
65	" Man's (with Gusset, Collar and Trimmings)	1/4 $\frac{1}{2}$ "	12	..	"	
66	" Man's (with Yoke and Pocket)	1/3 $\frac{1}{2}$ "	12	..	"	
67	" Man's (with Round Tails, Felled Seams, Pocket and Back)	1/9 $\frac{1}{2}$ "	12	..	"	
68	" Man's (with Mantle Seams, Gussets and Linings)	1/6 $\frac{1}{2}$ "	12	..	"	
69	Bib-Making	5 $\frac{1}{2}$ d. "	12	2/9	"	
70	"	4 $\frac{1}{2}$ d. "	12	2/4 $\frac{1}{2}$	"	1 doz. 2 hours' work.
71	"	8d. "	12	2/4	"	1 " 1 $\frac{1}{2}$ "
72	"	4 $\frac{1}{2}$ d. "	12	3/2	"	1 " 3 " "
73	"	6 $\frac{1}{2}$ d. "	12	..	"	1 " 1 $\frac{1}{2}$ "
74	"	4 $\frac{1}{2}$ d. "	12	..	"	1 " 2 $\frac{1}{2}$ "
75	"	7 $\frac{1}{2}$ d. "	12	..	"	1 " 1 $\frac{1}{2}$ "
76	"	7 $\frac{1}{2}$ d. "	12	..	"	1 " 2 $\frac{1}{2}$ "
77	"	7 $\frac{1}{2}$ d. "	12	..	"	1 " 3 " "
78	"	6d. "	12	..	"	1 " 2 " "
79	Paper Bag Making	6d. per thousand	9	..	5/6	Takes 3 hours to make 1,000. Very poor (has parish relief).
80	Box Making (Nougat)	1/- per gross	14	..	..
81	"	1/6 "	14	..	9/-	
82	" (Food)	1/4 "	14	..	..

83	Box Making (Curlers)	11d. per gross	14	..	9/-	Very clever and industrious worker. Impossible to make a living. Can make 2 $\frac{1}{2}$ to 3 doz. per day. Can make 2 $\frac{1}{2}$ to 3 doz. per day. Finds own material.
84	" (Chocolate)	6d. "	14	..	7/-	
85	Fountain Pen Boxes	1/- "	12	..	7/-	
86	Dolls' Heads	6d. per doz.	10	..	7/-	Widow of an Accountant.
87	Dolls' Arms and Body	1/- per gross (arms)	10	..	..
		3/- " (body)	10	..	..
88	Cardboard Box	1/9 "	15	Provides own materials.
89	Babies' Pelisse	10d. each	12	..	..
90	Child's Mantle	9d. each	12	..	..
91	Ladies' Knickerbockers	1/6 per doz.	11 $\frac{1}{2}$..	14/- or 15/-	Worker finds own paste and string. Worker can make 1,000 in a day and a half. Provides own paste.
92	Cardboard Cover	9d. per gross . . . . .	..	..	..
93	Paper Hats (worn by children on excursions)	2d. " . . . . .	..	..	..
94	Paper Bag (or envelope)	6d. per 1,000	Whole day to make 1 gross. Provides glue, paste and string. Provides own paste.
95	Paper Bags	6d. " . . . . .	..	..	..
96	Salt Bags	1/3 " . . . . .	..	..	..
97	Match Boxes	2 $\frac{1}{2}$ d. per gross	Provides own paste, glue & string.
98	"	2d. " . . . . .	..	..	..
99	"	2 $\frac{1}{2}$ d. " . . . . .	..	..	..
100	"	1/3 $\frac{1}{2}$ "	Provides own paste.
101	"	5d. " . . . . .	..	..	..
102	"	2 $\frac{1}{2}$ d. " . . . . .	..	..	..
103	"	2 $\frac{1}{2}$ d. "	Provides own paste.
104	"	2 $\frac{1}{2}$ d. " . . . . .	..	..	..
105	Tack Box	2d. " . . . . .	..	..	..
106	"	2d. "	Provides own paste, glue & string.
107	"	2d. " . . . . .	..	..	..
108	Cigarette Box (British Made Cigarettes)	2d. " . . . . .	..	..	..
109	Match Box (Wax Vestas)	6d. per gross	Provides own paste, glue & string.
110	Game Box	2d. " . . . . .	..	..	..
111	Powder Box	2d. " . . . . .	..	..	..

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	HOURS.	AVERAGE EARNINGS.		REMARKS.
					Per Day	Per Week	
112	Powder Box	2d. per gross	..	..	..	..	Provides own paste, glue & string.
113	Hairpin Box	4d. "	..	..	..	..	" Takes 5 hours to make 1 gross.
114	"	1/2 "	..	..	..	..	Provides own glue, can make 1½ gross per day.
115	Sample Box	1/1 "	..	..	..	..	Provides own glue, can make 1½ gross per day (working hard).
116	"	1/1 "	..	..	..	..	Provides own glue, 12 hours to make 1 gross.
117	Box (for Children's Shoes)	2/- "	..	..	..	..	Provides own glue and string; quick worker can make one gross per day.
118	Sample Box	1/6 "	..	..	..	..	Provides own glue; there are seven processes in making, and can make one gross per day.
119	Starch Box	7½d. "	..	..	..	..	Provides own glue; can make 1½ gross per day.
120	"	8½d. "	..	..	..	..	Provides own glue; can make 1½ gross per day.
121	Strawberry Baskets	4d. "	..	..	..	..
122	"	5½d. "	..	..	..	..
123	Mouse Trap	4/3 "	..	..	..	..	Provides own materials.
124	Tin Work (Labels cut to shape and stamped with numbers) ..	1/- per 200 pieces	..	..	6d.	..	Very hard work done by an old woman who can earn 6d. per day at it.
125	Tin Cucumber Slicer		12	..	5/- to 8/-	..	
126	Bible Folding	1d. & 1½d. per 1,000 sheets	16	..	9/- or 10/-	..	Worker broken down; result of hard life and poverty.

128	Children's Pinafores and Overalls	2/- per dozen	..	11	..	..	Uses own machine, cost £9 12s.
129	Waistcoat Making (Tailoress) Boys	6d. & 8d. each	..	14 to 15	..	..
130	Military Embroidery, Monograms or Initials	10d. "	..	..	..	..
131	Kitchen Utensil, Bread Scraper ..	2½d. "	..	9	..	12/- to 15/-	Can make embroidery, one dozen per day, shared by 4 persons.
132	Pepper Box .. ..		..	12	For Girls	5/- to 8/-	
133	Drinking Wells for Bird's Cage ..		..	12	"	5/- to 8/-	
134	Money Box .. ..		..	12	"	5/- to 8/-	
135	Jet Bonnet Fringe	4½d. per yard	..	12	"	5/- to 8/-	
136	Jet Drop Trimmings	6d. per dozen	..	12	1 1/2	..	Four hours to make one yard.
137	Belt Beading, Jet Sequins and Beads	1/- per Belt	..	..	1/-	..	Each sequin and bead are put on separately.
138	Jet Bead Ornament (for Mantles)	6½d. per dozen	..	..	..	..	Can make one per hour; has to cut out buckram foundation, bind it, and put on beads and sequin separately.
139	Jet Bead Buckle (on Leather foundation)	1/- per dozen	..	..	..	..	Can make one pair per hour, each bead put on separately.
140	Jet Bead Ornament	6d. per dozen	..	..	..	..
141	Button Covering	3½d. "	..	..	..	..
142	Barril Buttons (or Olivettes) ..	6d. "	..	..	..	..	Provides own cotton and covering.
143	Barril Buttons (or Soldiers' Olivettes, worn by Officers on coats) .. ..		..	..	..	..
144	Silk Tassel (Black, for Umbrella)	8s. 6d. per gross	..	..	1 1/4	..	
145	"	6d. per dozen	..	..	..	..
146	Fancy Silk Cord Ornament (Rosette Hangers)	1/3 per gross	..	..	..	..	Mould and material supplied.
147	Fancy Silk (Wheel Ornament and 3 Hangers)	6d. per dozen	..	..	..	..
	"	9/9 per gross	..	..	..	..

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS.		REMARKS.
				Per Day	Per Week	
			HOURS.			
148	Pom Poms (Fancy Colour Silk) ..	6d. per gross	..	..	..
149	" (Green Silk) ..	8d. "	..	..	..
150	" (Brown Silk) ..	4d. "	..	..	..
151	Fancy Colour Silk Tassel ..	7d. "	..	..	..
152	" Blue ..	1 6 "	..	..	..
153	" 3-Ball ..	2 3 "	..	..	..
154	Army Fringe (or Bullion) ..	2 8 per doz. yds.	..	..	..	Used in bands by drummer boys.
155	Furniture Gimps (or Galloon) ..	1 2 do.	..	..	..	In three dozen yard lengths.
156	" ..	1 2 do.	..	..	..	" "
157	" ..	9d. per dozen	..	..	..
158	Hair Net (Chenille) ..	..	12	..	18/- for constant work	1 1 d. per gross strips for polishing with glass; can do two gross per hour.
159	Whale Bone (Polished with Glass)	..	..	..	..	Can do 1 1/2 gross per day, covering and stitching ends.
160	Bodice, Bones (for ladies' dresses)	2 1/2 d. per gross	..	12	2 3	Can do 2 gross per day, covering and stitching ends.
161	" " " " " "	2 1/2 d. " " " "	..	..	2 6	
162	Bristle sorting (black from white)	5d. per pound	..	..	12/-	
163	" " " " " "	5d. " " " "	12	..	12/-	
164	Hair Brushes (best Satin Wood)	2d. per brush or 1/3 d. per 100 holes	..	..	..
165	Tooth Brush ..	4/- or 4 6 per gross	..	..	..	Can do 4 per hour.
166	Feather stripping (for quill pens and tooth picks) ..	6d. per thousand	12	..	9/-	Provides own dog-fish skins for cleaning, takes 4 hrs. per 1000.
167	Vegetable Ivory Rattle ..	3/- per dozen	..	..	..	Provides own materials. A man and his wife makes them and sells them to a firm for 4d. each.
168	" " " " " "	3/- per dozen	..	..	..	Ditto ditto
169	" " " " " "	3/- per dozen	..	..	..	Ditto ditto

170	Vegetable Ivory Rattle ..	3/- per dozen	..	..	..	Ditto ditto
171	Bags for purifying water (made of Asbestos) ..	2d. per dozen	..	..	12/-	1 1/2 hours to make 1 dozen.
172	White Silk Tie (Gent's) ..	3d. per dozen	..	..	8 - or 9/-	
173	Artificial Flowers ..	3d. per gross	..	..	12/-	Can earn 2d. per hour.
174	" " " " " "	..	..	..	..	Works hard to earn this.
175	Rush Basket ..	1/- per gross	..	..	4/-	
176	String Bag ..	1/- " "	..	..	6/-	
177	Babies' Shoes ..	4d. per pair ..	..	..	..	For cutting out & making 144 bags. Hard work, breaks a good many needles.
178	" (Soleing) ..	1/- per dozen for Soles	..	..	..
179	Ladies' Boot Tops ..	1 1/2 d. for one boot (Soleing not included) ..	..	..	..	Usual price 4d. per dozen.
180	Babies' Slipper Tops ..	4 1/2 d. per dozen	..	..	..
181	Straps (Soldiers) ..	5d. per gross	..	..	..
182	Beading Bows ..	3d. for 24 Bows	..	..	..
183	" " " " " "	3d. " "	..	..	..
184	" " " " " "	3d. " "	..	..	..
185	" " (for front Caps) ..	2 - per dozen pair	..	..	..
186	" " (for front of Shoes)	7d. " "	..	..	..	Provides own needles and thread, 1 1/2 hours to do one pair, 5 hours to do dozen pair, find own cotton.
187	" " " " " "	6d. " "	..	..	..	20 minutes to each shoe, each bead put on separate.
188	" " " " " "	7d. " "	..	..	..	Half-hour to bead each shoe, provide own needle and thread.
189	" " " " " "	9d. " "	..	..	..	Can earn 1 1/2 d. per hour; find own cotton.
190	Tops for Babies' Shoes ..	4d. " "	..	..	..	Takes hours to do a dozen pairs, pay 1/6 for hire of machine.
191	Peaks for Soldier's Caps ..	1/- per gross	..	..	..	Provides own glue, can make 24 per hour.
192	Bows for Shoes ..	2 6 " "	..	..	..
193	" " " " " "	3d. for 24 bows	..	..	..
194	" " " " " "	2 6 per gross	..	..	..

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS		REMARKS.
				Per Day	Per Week	
196	Waist Bands (Belts, pink) ..	9d. per dozen ..	..	..	..	Provides own sewing silk, makes throughout. Takes 1½ hours to make one.
197	" (Belts, green) ..	1 - " ..	..	..	..	Makes throughout, even to piercing and covering whalebone. 1½ hours to make one belt.
198	" (Belts, black) ..	3/6 " ..	..	..	..	Makes throughout, takes 6 hours to make one belt.
199	Ladies' Blouse ..	2½d. each ..	..	..	..	*6d. for man's size similar to this. Piece generally 1½d. only.
200	Youth's Coat ..	*6d. " ..	..	..	..	Finds own cotton. Fire required to heat irons for pressing.
201	Man's Shirt ..	3½d. " ..	..	..	..	Makes throughout with exception of cutting out. Hire of machine, 1/6 per week.
202	Ladies' Skirt ..	4½d. " ..	..	..	..	Finds own Cardboard, etc., sold in street for ½d. each.
203	Jumping Jacks (various) ..	4½d. per dozen ..	..	..	..	Sold in street for 2d. each. Pay better than making larger size for firms at 3½d. each.
204	Toy Mail Cart ..	2d. each ..	..	..	..	Provides own material.
205	" ..	3½d. " ..	..	..	..	"
206	" ..	6½d. " ..	..	..	..	"
207	Toy Horse ..	1/8 per dozen ..	..	..	..	"
208	Horse and Cart (contg. sacks) ..	6½d. each ..	..	..	..	"
209	Horse and Cart ..	6½d. " ..	..	..	..	"
210	Coffin Tassels (various) ..	6d. to 1/6 per gross ..	10	..	7/8	Very irregular. By hard work can earn 7/6 weekly. Mother anæmic, supports cripple boy, who works a little. Rent, 1/6 per week, one room.

211	Babies' Shoes ..	1/6 per dozen. ..	..	..	..	For making complete.
212	Belt ..	9d. per dozen. ..	10	..	16/-	From 16/- 7/6 is paid to out-workers. Work very irregular, 4 months lost yearly. Married, no children, husband at work, 24/- weekly; fare, 1/6 weekly. Has father to support. Rent, 7/- weekly, three rooms and scullery.
213	Mysore Underskirt ..	6d. each. ..	10	..	about 8/-	Worker's outlay, 1/- per dozen. Rent, 2/- one room; machine, 1/6 per week.
214	Sailor Suit ..	Knickers, 1/3 per doz. Tops 1/11 " ..	15	..	13/-	Married, 3 children, ages 11, 5, 1½ years. Husband out of work some time. Woman works 4 days per week. Rent, 5/6 three rooms and scullery.
215	Boy's Suit ..	3/9 per dozen ..	15	..	7/-	Work irregular, 4 to 5 months lost yearly (see 214).
216	Children's Boots ..	1/6 per dozen pairs ..	14	..	6/6	Married woman, husband nearly blind, cannot obtain work; cost of thread 2d. per dozen pairs
217	Ladies' " ..	3/- " ..	14	..	6/6	
218	" " ..	3/- " ..	14	..	6/6	
219	Skirt making ..	4/6 per dozen ..	14	..	..
220	" " ..	1/3 " ..	14	..	..	Provides own cotton (and buttons); widow, dependent on her work for livelihood.
221	Blouse making ..	1/1 " ..	14	..	6/6	Fairly regular, workers' age 65. Rent, 2/9 one room.
222	Pinafore ..	3/- " ..	14	..	6/6	
223	Night-dress ..	2/- " ..	14	..	6/6	
224	Button-hole making (for Shirts, Collars, Cuffs, etc.) ..	1/6 per gross ..	10	..	4/6	
225	Artificial Flowers ..	½d. to 1d. per dozen ..	..	..	3/- or 4/-	Condition, miserable. Works and lives in one room. Rent, 2/6, receives parish relief.

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS		REMARKS.
				Per Day	Per Week	
			HOURS			
225	Waistbands (Belts)	4d. per dozen ..	10 1/4	..	12/-	Takes 4 hours to make a dozen.
226	Infant's Boots (putting on heels and finishing)	1/1 per dozen ..	10 1/4	..	12/-	Widow, has to work in kitchen, with four children at home, two earn a little. Two rooms, some slack times.
227	Child's Frock	7/6 per piece ..	15	..	8/-	Single woman, depends on this work for her living, and has to pay 2/- railway fare. Lost regular work after 20 years.
228	Ladies' Combinations .. ..	.. ..	15	..	8/-	Girl very delicate. Mother a widow, nine children, two boys and two girls earning 20/- between them. Rent, 7/6, five rooms.
229	Embroidered Railway Badge (L. & N. W.)	3/4d. ..	10	..	8/-	One badge, 35 minutes' work
230	Embroidered Military Badge (Coat of Arms)	1 1/4d. ..	..	..	..	(See 229).
231	Embroidered Badge (Military) ..	1 1/4d. per piece. ..	10	..	8/-	One badge 1 1/4 hours work (see 229).
232	" Railway Badge (G.N.R. Brakesman)	2 1/4d. per piece. ..	10	..	8/-	Very irregular, some weeks no work, Rent 7/6, 5 rooms.
233	Embroidered Crown	2 1/4d. per piece. ..	10	..	8/-	(See 234).
234	" Bugles	1d. per piece. ..	8 to 10	..	8/6	Takes 25 minutes to make.
235	" Badge (Military)	1 1/4d. per piece. ..	10	..	8/6	The chains have to be straightened and each "ring" stitched on to one of the leather strips twice.
236	Military Embroidery (Red Cross) ..	1 1/4d. per piece. ..	10	..	8/6	Provides own cotton and needles, hempen thread for rings allowed.
237	Lining Chin Chains (soldiers' and firemen's)	11d. per doz. ..	8	..	7/6	

238	Sole Making	3/- for 90 sheets ..	16	..	18/-	For two persons, mother and daughter. Cuts out soles, pastes one side, and then sticks bits on top to make extra thickness, then another small sole, and then leather on top. Worker has crippled her hands cutting up cardboard.
239	Safety Pin Caps	1/6 per 100 gross ..	10 to 11	..	..	The head of safety pin is slipped into this cap and returned to factory to have cap pinched, then returned to home worker who opens same for colouring. The work of disentangling the rough metal is dirty and tedious.
240	" (partly made before capping)	1/6 per 100 gross ..	10 to 11	..	..	The pins are capped at the rate of 800 for 1d. They are brought from factory in a great entangled heap. Each pin is sorted out, head inserted into cap, and closed.
241	" (capping and opening)	1/6 per 100 gross (for capping and closing) ..	12 1/2	..	4/- to 7/-	Used to card for same firm, but told last week she was too old now. Three-quarters of mile to fetch and return work.
242	" (capped and closed)	1/6 per 100 gross ..	10 to 11	..	..	Have to be fetched from factory.
243	"	4d. per gross of cards ..	..	..	9/-	9/- represents two persons' work. The pins are brought closed in five different bags, containing different sizes. Each card 16 thread.
244	Cloth Slippers (parts of) ..	2/6 per dozen ..	11	..	12/-	
245	" (black)					
246	Fancy Slippers					

No.	DESCRIPTION OF WORK.	RATES PAID.	AVERAGE WORKING DAY.	AVERAGE EARNINGS		REMARKS.
				Per Day	Per Week	
247	Boys' Knickers	1/9 per doz.	HOURS.	..	..	1½ hours to make one pair. Supply own machine and pins.
248	Dress Making (dress skirt) ..	6d. each .. ..	..	..	..	Worker provides own thread, receives the material in rolls, cuts out and makes complete as per sample for 6d. each. In receipt of parish relief.
249	Dress Making (Ladies' Holland Skirt)	6d. each	12 to 14	..	..	These skirts are cut out and made complete. Worker provides machine, thread, needles, &c. Takes 3 hours to fetch and return articles—fare 6d.
250	Dress Making (Holland Skirt) ..	9d. each .. ..	..	..	..	See 248.
251	" " " " ..	1/- " " " " ..	..	..	..	See 248.
252	" " " " ..	1/3 " " " " ..	..	..	..	See 248.
253	" " " " ..	1/3 " " " " ..	..	..	..	See 248.
254	" " (Coat and Skirt) ..	1/- " " " " ..	..	..	..	1/- for coat and skirt complete. See 248.
255	Boys' Suit (Tailoring)	3/3 and 4/3 per dozen	..	..	..	Jackets and Knickers have to be machined, linings, pockets and stiffening put in, also pleats and bands; worker provides own thread, &c. Rates paid 2½d. per jacket, 1d. per Waistcoat, 1/- Knickers. Have to fetch and return to factory.
256	" " " "	3/3 per dozen .. ..	..	..	..	Knickers, ¾d. per pair; Jackets, 2½d. each. See 255.

257	Shoe Making	8d. per dozen pairs ..	..	..	..	Made complete. Samples show materials used, and stages and processes in making. These shoes are given out as per Sample 1, to be finished as shown in Sample 3. Worker finds own paste, wax, and ink; has been at this trade 30 years.
258	" (Brown), finishing only	1/3 per gross .. ..	..	..	..	Finishing only ¼ hour to each pair.
259	Cigarette Holders (white) ..	8d. to 9d. per gross ..	..	..	..	Coloured, 1/8 per gross, and provide own materials.
260	Dress-making (Holland Skirt) ..	4d. per piece	14	..	6/-	Widow, large family (in receipt of Parish Relief). These pom-poms are made from skeins of silk. Workers find own thread. Takes four hours to make one gross.
261	Pom-pom making	8d. per gross	10 to 12	..	5/-	

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